

**COMMUNITY CABINET HAMILTON  
 31<sup>st</sup> March 2017, 6.00-7.30pm**

**Sport Waikato, Brian Perry Sports House, Wintec Rotokauri  
 Campus, Akoranga Road, Hamilton**

**Board members**

Denis Mowbray (Chair), Andrew Miller

**GymSports NZ**

Tony Compier (CEO), Angela Lawrie (National Office Co-ordinator, Haidee Farmilo (Relationship Manager), Margaret Wilton (National Programme Manager)

**Attending**

Colleen Cadman, GymSports Senior Judge & Presenter	Huntly Gymnastics Club
Tracy Chisholm, Committee	Te Awamutu Gymnastics Club
Kirsten Webbs, President	Spiralz Rhythmics
Stacey Fifield, Committee (Facility)	Turn & Gymnastic Circle
Bronwyn Gibberd, President	Piako Gymnastic Club
Rachel Harvey, Manager	Bay Aerobics
Gabrielle Nielson	ARGOS Gymsport Tauranga

The forum opened with a welcome to all by the Chair, Denis Mowbray. Denis introduced himself and provided an explanation for the absence of several Board members who could not unfortunately be present due to travel disruption and personal commitments. Each member introduced themselves beginning with Andrew Miller and Tony Compier.

Denis opened to the floor for questions.

- **Are the Health & Safety rules for volunteer clubs the same as for incorporated clubs?**

**CEO Response:**

- Resources are being developed by GymSports NZ at present to illuminate this, along with aspects of the new legislation.
- In the interim, the NZ cricket website is a good place to start for an understanding. They provide a flow chart that asks questions and via the response, takes you through the various obligations. A similar chart will appear in the GSNZ resources.

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- With respect to the classification regarding payment of expenses to volunteers, these payments must have:
  - Supporting documentation such as receipts to match the payment.
  - Should not be a consistent and regular amount each time. In other words, not to be a fixed amount, paid routinely that appears to be a payment rather than a reimbursement.
  - Honorarium is not considered a salary and is a gift.

#### ***Question from the floor:***

- Will the H&S legislation cover my gymnasts who may also be volunteer coaches? For example, when I start my club I will be the only employee?

#### ***Chair of Board Response:***

- The H&S obligations are effectively for yourself as an owner and will immediately apply to employees voluntary or otherwise.
- The GymSports NZ H&S documentation is currently being assessed externally. It is comprehensive and will be available to members shortly.

#### ***Piako Gymnastic Club:***

- Our club has base documentation that has recently been put together by an external provider. The documentation has been provided to coaches and includes identifying/being aware of hazards. The need to have this documentation is important as we set-up and pack-down our gear every day.

#### ***National Programmes Manager:***

- The schools environment is very behind on establishing H&S documentation and policies.

#### ***Question from the floor:***

- Will the National Facility Strategy have a chapter dedicated to H&S particularly as it applies to working out of a private facility?

#### ***CEO response:***

- The strategy will have a perspective on H&S that any club looking at a new facility would be guided by, in a general sense. H&S is a significant stand-alone topic in its own right that the club-specific resource would address in more detail.

#### ***Question from the floor for Piako Gymnastics Club:***

- Who did you use as your external provider?

#### ***Bronwyn Gibberd, President:***

- OSHBox – they were expensive and they required our club to identify potential hazards rather than providing a consultant to do this as part of the assessment.

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**Chair response:**

- The onus to have a definition of what is reasonably safe falls to the Person Conducting a Business Undertaking (PCBU), not WorkSafe or GymSports NZ. Clubs are obligated to take on H&S responsibilities and have in place processes to identify, and mitigate risks.
- Clubs must have in place processes to deal with how a risk is escalated for example, from the Coach to Centre Manager then on to the Committee, possibly the building owner.
- The GymSports NZ Board have a Risk Register that identifies potential risks. This Register forms part of regular reporting. All meetings of a boards committee/board should have as a standard agenda item, Health and Safety. During which, all items pertaining to the risk register, etc are discussed.

**Comment from the floor:**

- Every week we have gymnasts that come to us with injuries or complaints. These cannot be traced to an actual injury.

**CEO response:**

- Where these instances are a one-off, this may not necessarily relate to a risk in the gym. However, where you have several gymnasts at one time reporting injuries, this should be investigated further to identify the source of potential hazards/risks.

**Question from the floor:**

- Are coaches taught H&S when they are coaching gymnasts?

**National Programmes Manager:**

- They are taught elements of it with regards to general considerations they as a coach should have to H&S. The specifics would clearly relate to the environment the coach is working in so the greater detail of identifying risk and managing it, needs to occur at the club level.

**Question from the floor:**

- What happens when you are hiring a facility at the same time as another club who have programmes running at the same time as yours and you believe the activities undertaken by others is a concern?

**CEO response:**

- Where individuals are in immediate danger, you must act.

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***Comment from the floor:***

- It generally relates to little things for example, the individual working with gymnasts may not have a gymnastics background. From a business perspective, employing someone without formal training may be a good idea but not from a gymnastic one e.g., coach to gymnast ratio.
- I think it would be useful for GymSports NZ to have guidelines for coaches that provide recommendations/limitations that fit with skill and experience. Coaches can find themselves in difficult positions where they have been asked to coach outside their capabilities/knowledge. There needs to be standards in place.

***Chair response:***

- If GymSports NZ imposed standards, these would have to be audited. Standards are only as good as the implementation that supports them, and this would always be at club level.

***Floor response:***

- Perhaps recommendations rather than standards, but at least some guiding principles that would highlight the need for coaches to have H&S considerations when designing the delivery of programs / classes.

***Relationship Manager response:***

- A lot of this comes down to club culture. The Education Handbook provides guidelines but, it is how the clubs implement these that makes the difference.

***Floor response:***

- Often the right kind of Centre Manager, one who has commercial skills and a gymnastic background, is ideal for clubs. However, there are not many individuals with these combined skill sets and knowledge available.

***Question from the floor:***

- The nature of the sport has changed greatly over the years so that there are less clubs run purely by volunteers and more as a commercial business. How will GymSports NZ address this?

***National Programme Manager response:***

- The GymSports NZ Relationship Managers are seeing more of this cultural shift in clubs (and sports in general). This is a new change for GymSports NZ and one that as an organisation we are learning more about.

***Chair response:***

- It doesn't matter what a club or GymSports NZ does, committees/boards of clubs cannot contract out on H&S.

***National Programme Manager response:***

- In NZ, there is no liability unlike in America or Australia for example.

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***Comment from the floor:***

- I see it as GymSports NZ's responsibility to provide H&S guidance to clubs.

***Chair response:***

- We agree, that we should provide guidance, which is why the H&S documentation has been generated. However, it is important for clubs to develop and maintain a culture of H&S responsibility themselves.

***Question from the floor:***

- Could the H&S documentation provided by GymSports NZ include a flow chart so that Centre Managers and Committees check their obligations when setting up clubs?

***CEO response:***

- Yes

***Question from the floor:***

- Is there any education for Centre Managers?

***National Programme Manager response:***

- Not at this stage but it is being considered. What can, and does happen in a number of areas, is for Centre Managers within a region to get together on a regular basis and discuss topics which are generic to them all, including H&S considerations.

***Question from the floor:***

- The new routines for competitive gymnasts are pushing the athletes too far, particularly when considering that some do not have the ideal physical build. For example, it is hard to gauge a six year old for their competitive suitability. The routines are too specialist and at a competitive level that is not always ideal for these individuals. Why are the streams designed to be this way?

***National Programme Manager response:***

- We are regularly asked this question in both MAG and WAG. Once the new Sport Development Committee restructure is in place the Committees will have a clearer strategy. This type of issue will be considered and addressed.
- We know that late specialisation is more successful than early talent identification and that the latter doesn't necessarily work for a 6-7 year old.

***CEO response:***

- The Sport Development Committees over time have become more focussed on a performance pathway in a narrow sense. To begin the process of identifying where this is leaving the codes at a disadvantage, is underway. For example, the Gym For All Committee has been brought together to focus on fundamental gym sports in a broad sense.

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**Response from the floor:**

- Personally as a club, we want to be able to develop our gymnasts generally rather than focus on perhaps one gymnast who has the potential to develop and compete at an elite level. If I look at any of the boys I have coached over the years, they may not have represented NZ but they love gymnastics and are happy at this level rather than being pushed into elite training and participation.

**National Programme Manager response:**

- The statistics at the end of the year are likely to paint a different picture in reflecting how many gymnasts compete at an elite level and at what age they drop away.

**CEO response:**

- There has been a lot of attention given to the pathway space but we do recognise that age group is concentrated with this. GymSports NZ resources in assessing and addressing the pathway space have been instructed to include the role of age-group development within this. One example of this is the sending of 3 coaches from our sport codes to a FIG sponsored age-group program seminar to be held in Australia in May. This will give us a global view on how the FIG and member federations are addressing this space.

**National Programme Manager response:**

- This year we are developing the Team Gym programme. At present, the sports are sitting very much in silo but we are trying to achieve more of a cross over. This should develop further with the recruitment of the National Coaches for each code.

**Question from the floor:**

- If athletes choose to compete but they cannot complete the moves, are they still able to participate in a competition?

**Response from the floor:**

- Yes they do but when they don't reach the required marks they then may feel demotivated. We must address this.

**National Programme Manager response:**

- The new tumbling programme draft is almost completed and is planned for launch mid-2018. The programme will provide options for pathways out of Artistic. There will be a stepping stone into the longer tracks.
- We are looking at what is happening internationally to inform our decisions for programme pathways.

- Aerobics is a small sport. Trying to promote the sport is difficult. To legitimise and raise the profile, what happens to Aerobics with the split of codes for events such as the NZ Secondary Schools and the GymSports National Championships? Many gymnasts have said they will not attend the event or participate now that the codes have been separated out.

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**National Programme Manager response:**

- Splitting out the sports for these events is not a long-term option.

**CEO response:**

- At this time, GymSports NZ is not in a position financially and with current resources to host the NZ Secondary Schools event. Unless a third party deliverer (host) was willing to step forward, then the event would not take place this year.
  - The host taking on NZ Secondary Schools does not have the space to include Aerobics.
- With regards to the GymSports National Championships, there has been an indication over the last couple years of a desire to take the championships back out to the regions in terms of ownership and delivery. However, we found that in reality, when the EOI was sent out, there was not the same enthusiasm and uptake. The sports have been separated out to meet the interest of those member clubs that have responded for 2017. The lack of interest however means that the future structure of Nationals is again up for intense scrutiny. Sitting alongside this, is the strategic plan work completed with the community last year. This indicated that not all members believe the Championships is the major priority area for GymSports NZ. In light of the funding cut decision this means that the disproportionate allocation of resources to a currently loss making venture, is something GymSports NZ must seriously consider.

**Chair response:**

- The GymSports National Championships requires a huge resource from GymSports NZ staff that begins at least six months out from the event. The running of the event is a significant drain on resources due to the size of holding all sports together at one time and is not sustainable year on year.

**National Programme Manager response:**

- There are very few facilities in the country that have the capacity to hold all sports together at one time. These facilities are very expensive. It was never the intention to hold the event with all sports together every year. For example, the sports were held together at Mystery Creek (at a venue hire cost of \$10,000 per day), the following year they were separated out and then brought back together for 2015 and 2016. There are currently only four locations in NZ that can accommodate all gym sports.

**Response from the floor:**

- GymSports NZ used to own gymnastics equipment.

**CEO response:**

- There were assets held in the past but it is not viable for GymSports NZ to purchase and store equipment.



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**Question from the floor:**

- What is the over-arching strategic direction that GymSports NZ are working towards?

**CEO response:**

- The new strategic plan was released last year that in one statement, is 'to grow great NZers through gymnastics.' Our aim is to get more people actively involved in gymnastics – period.
- There are priorities across different areas of the business to help facilitate this through the community. Ultimately however, we should keep this goal at the forefront of our minds in everything we do.

**Chair response:**

- Supporting the clubs to develop and grow.
- If money was no object, it would be having a facility to develop our coaches to subsequently increase membership.

**Response from the floor:**

- The resources that are being provided by GymSports NZ for the practical management of clubs is really helpful.

**National Programme Manager response:**

- We aspire to have coaches that stay with coaching beyond XTND and see it as a career.

**Question from the floor:**

- Will XTND have credits attached?

**National Programme Manager response:**

- This will be possible in the future but the right type of work has to be done to achieve this.

**Chair response:**

- There is an opportunity for clubs to develop this space by collaborating with other clubs - to utilise and grow the pool of coaches in your region.

**Chair closing address:**

- Thank you for an excellent discussion and for attending this evening.

**CEO closing address:**

- Good luck for the year and thanks to you all for the work that you do.