



GUIDELINES FOR ELIGIBILITY TO BE APPOINTED TO AN FIH COMMITTEE AND PANEL

INTRODUCTION

FIH Committees and Panels are made up of experts and enthusiasts from across the world. We look for the best of the best, individuals who are willing to volunteer their time and energy to ensure that the best decisions are made for all of hockey. Whether a hockey fanatic or an expert in one area – you can make a key contribution to the sport. As a key mechanism within hockey's decision-making process, every single Committee and Panel member will be expected to play a crucial role in determining the future of the game.

1. GENERAL PRINCIPLES

Article 6. of the FIH General Regulations state:

- 6.1 *Committees* may be created by the *Executive Board* for the purpose of advising the *Congress*, the *Executive Board* and/or the *President*, as the case may be. They may be standing or ad hoc *Committees* but, in each case, the *Executive Board* shall establish their terms of reference, decide upon their membership, and dissolve them when it considers their mandate to be completed.
- 6.2 No meeting of any *Committee* may be held without the prior agreement of the *CEO*.
- 6.3 The *President* can attend any *Committee/Panel* meeting but does not have the right to vote except for the Elections Oversight Panel and the FIH Integrity Unit, which are independent from the Executive Board.
- 6.4 The Chairs of the *Committees* are responsible to and report to the *Executive Board* through the *CEO* on all deliberations and discussions that take place at meetings of their respective *Committees* and shall be responsible for the production of minutes of each such meeting to act as an official record of the meeting.
- 6.5 The business of *Committees* is confidential to the *FIH*. Members of *Committees* must not disclose to any third party any details of *Committee* business (including any details of discussions that take place at *Committee* meetings) without the prior permission of the *CEO*.

2. CRITERIA

Committee and Panel members are expected to adhere to the Committee and Panel Protocol.

a) Operational Committees

The common criteria for all FIH operational committees are:

- Balance between experienced and younger members



- Continental spread
- Gender equality
- Real desire and interest to contribute to the development of hockey

Specific criteria for FIH Committees are as follows:

Athletes Committee

- Active and retired players, (preferably retired within 4 years)
- An Athletes' Committee member will sit ex-officio on each Committee to provide representation for the athletes.

Competitions Committee

- Understanding of By-Laws, rules and regulations relating to FIH tournaments
- Extensive experience at FIH/CF tournaments as a player, coach, manager, technical official or umpire.

Education Committee

- Knowledge of sports governance structures and global sport and social development initiatives
- Sound knowledge and experience in officiating, coaching and national association governance
- Strategic thinker around development and governance

Gender Equality, Diversity and Inclusion Committee

- Knowledge in gender equality, diversity and inclusion measures
- Experience in the implementation of the gender equality and inclusion strategy to enable the FIH to make informed and balanced decisions to advance gender equality in Hockey on and off the field of play

Health and Safety Committee

- Experience of international hockey as player, coach, team official, team doctor or physio, technical official, umpire manager or umpire
- Experience in Medicine/registered physician
- Knowledge/experience of international, continental and domestic hockey matters
- Good knowledge of the Rules of Hockey and Tournament Regulations



Technical Officials Committee

- Knowledge of technical officials
- Sound knowledge and experience in officiating coaching /managing /assessing
- Strategic thinker around development and professional development of technical officials

Rules Committee

- Current or former international grade 1 umpire or umpire manager, or a current or former coach of a national team
- Past international player or tournament director
- Comprehensive knowledge of the Rules of Hockey (including some persons with comprehensive knowledge of the Rules of Indoor Hockey)
- Ability to analyse the implications of the Rules of Hockey (eg to analyse the impact of Rules on enjoyment and comprehension of the game and on safety, skill and fair play)

Umpiring Committee

- Knowledge of umpires and umpires managers
- Sound knowledge and experience in umpiring coaching /managing /assessing
- Strategic thinker around development and professional development of umpires and umpires managers

b) Panels

Panels are created to provide expert advice to the FIH in its decision-making process. Therefore, the sole criterion for membership of a panel is expertise in the required area.

The President shall not attend the meetings of the Elections Oversight Panel and FIH Integrity Unit except where he/she may be specifically invited by the Chair for some specific issue/purpose.

3. NOMINATION/APPOINTMENT PROCEDURE

Nominations will be called for every two years, following the FIH Biennial Statutory Congress. Every position will therefore be reviewed every two years.

A candidate for a Committee and Panel cannot be appointed if they have reached the age of seventy (70) years or will reach the age of seventy (70) years within six months of their appointment.

Committee and Panel members shall be appointed following the first Executive Board meeting following Congress, usually held in March.



A chair or member may not hold the same position for more than twelve (12) consecutive years.

The Executive Board may by Special Majority withdraw the appointment of a member of a Committee or Panel if they fails to contribute to the work of the Committee/Panel. In such case it may appoint another person to fill the vacancy but the person so appointed shall only remain a member of the Committee until the next round of Committee appointments but shall be eligible for re-appointment.

The Executive Board may fill any casual vacancy on a Committee but the person so appointed shall only remain a member of the Committee until the next round of Committee appointments but shall be eligible for re-appointment.

Part of the nomination process includes the signing of the FIH Integrity Code Consent form, the Conflict of Interest form and Code of Conduct form, which must be completed before accepting the position as member.

a) Nominations for Chairs of Committees and Panels:

The President and CEO appoint the Chairs of all Committees and Panels announced at the first EB Meeting following the Congress, usually held in March

b) Nominations for Members of Committees*:

- Nominations must be sent to the CEO by nominee's own CF
- A CF must consult with the relevant NA before making any nomination
- Nominations must include a brief statement of the nominee's suitability for the position for which he is being nominated
- Each NA must give to the FIH an undertaking to financially support its nominee(s), whether they are nominated by their NA or their CF, so they can attend meetings of the Committee to which they are nominated
- Upon the recommendation of the President and the CEO, the Executive Board appoints the members of the Committees.

* With the exception of the Athletes Committee that follows a separate nomination procedure and is appointed for a term of four years.

c) Nominations for Members of Panels:

Members of Panels are appointed directly by the Executive Board, following the recommendations of the President and the CEO, after discussion with the Chair. **Nominations are therefore not called for from the CFs.**

These are guidelines – they are not hard and fast rules. The Executive Board always has discretion to appoint any person to any Committee if the Board considers that such person, by virtue of some special quality, experience or qualification, will be able to make a valuable contribution to the work of the Committee/Panel.



For example, the Chair may not satisfy the specific criteria for membership of the Committee but is a person who has demonstrated over a period capabilities as an outstanding administrator.

4. TERM

The Committee/Panel will be appointed on a biennial basis and will start functioning immediately after it gets the approval from the Executive Board, with the exception of Judicial Bodies, Integrity Unit, independent Panels or the Athletes Committee.