

To : Members of Swimming Committee
cc Mrs. F. Smith
cc Mr. D. McGowan (Management Services)

From : D.C.J. Brown (Swimming Convener)

Date : 27th April 1991

INFORMATION UP-DATE

I attach the following items for your information and reference :-

- (1) Correspondence to date with items 91.167 and 91.179 attached.
- (2) Supplementary Report to SASA Council Meeting of 28th April
- (3) Draft of National Age Group Championships Programme - please note comments in Report to Council about this item.

Once again, I would be grateful if any comments or objections could be made as soon as possible - I will be away from Thursday 2nd to Monday 6th May at the Calendar Conference so any such comments should be referred to the Director of Swimming.

Douglas C.J. Brown
Swimming Convener

CORRESPONDENCE

- 91.159 : Received from Mr. Smith (Director of Swimming) at Cardiff copy of fax from ASFGB (Paul Bush) re selections for the Canet Training Camp - Convener asked to follow-up case of Neil Hudghton.
- 91.160 : Received from Mr. McGowan at Cardiff, copies of his information for the LEN Calendar Conference - to be passed to Mr. Black.
- 91.161 : Convener arranged for Mr. McGowan to send a copy of 8 Nations Results to Mr. Bush ; Convener contacted Mr. Bush by telephone to seek explanation of the Canet selection. Team had been reduced from 24 to 22 and by 2 days to save on costs - Neil (even with 8 Nations Time) does not make top two on Breast - even James Parrak not included. Although disappointing for Neil Hudghton (and the Association) there does not appear to be much we can do about it.
- 91.162 : Received (at Cardiff) information pack on the City of Dublin Euro Swim Meet (15-17 November 1991) - closing date for entries 1st October 1991.
- 91.163 : Prepared by Convener, Information Up-date circulated on 23rd April (Correspondence, 8 Nations Contest, National Championships with draft Programme for the National Open Championships).
- 91.164 : From Convener to SASA Office (Heather Roy), fax on 23rd April with draft of National Open Championships programme and requesting that it be put on disc ready for corrections to be notified on Friday 26th.
- 91.165 : Received from SASA Office, copy of SASA letter to East Lothian District Council - Director of Swimming, Mrs. Brockie or Convener to follow-up.
- 91.166 : Received from SASA Office, copy of invitation to attend the 4th World Corporate Games in Lille, France on 8th-16th June 1991 ; idea is to bring sport and business together.
- 91.167 : Received from Milngavie & Bearsden ASC, letter regarding complaints associated with the Victoria World Cup event. (attached)
- 91.168 : Received from ASFGB, copy of LEN Swimming Committee Minutes of Meeting of 29/31 March 1991. Contains interesting view on Consolation (B) Finals and Finals.
- 91.169 : Received from SASA Office, copy of fax received from Swedish Swimming Federation seeking free accommodation and board for small Team to attend our National Championships.
- 91.170 : Received from ASFGB (D. Stubbs), letter re information on meets for the LEN Calendar Conference.
- 91.171 : Received from Mr. Charles (Treasurer), letter re Review of Budgets - Convener welcomes this letter as this is the first time I have ever seen a detailed statement on Swimming Budget - however, also worrying as some entries do not appear to make sense - will need meeting with Mr. Charles to investigate.
- 91.171 : Received from Mr. Figgins, copy of his letter (joint with Mrs. Smith) of instruction to swimmers participating in Luxembourg.
- 91.173 : Received from Mr. Figgins, copy of his Report as Coach for the Thames Valley Meet.
- 91.174 : Received from Mr. Dashwood-Brady, Mr. Davidson and Mr. Nelson, responses to Information Up-date of 22nd April - no major problems with what was proposed. Note - unfortunate that Convener had subsequently been asked to attend meeting at East Kilbride on evening when responses by telephone were due.
- 91.175 : Received from the Director of Swimming, copy of fax from HIND indicating their intention to extend sponsorship for next 2 years.
- 91.176 : Note of Meeting at East Kilbride on Thursday 25th April :-
 Attending (EK) Mr. Jackson, Mr. Edmonds, Mr. Figgins
 (SASA) Mr. H.H. Smith, Convener
 (1) Use of Pool for Age Groups approved
 (2) Use of Pool for National Squad Training agreed in principle
 (3) Negotiations over use of Pool for National Open - difficult - decision hopefully on Friday 26th.
- 91.177 : Received, telephone call from Mr. Figgins indicating that Pool will be available for National Open Championships. Convener to follow-up with SASA Council.
- 91.178 : Received from ASFGB, copy of information to Team Members for Canet Training Camp ; R. Leishman, J. Hill and R. Gilfillan included.

- 91.179 : Received from SSCA, copy of letter sent to Mr. Black re Swimming World Cup event in Victoria, Canada (attached).
- 91.180 : From Convener to Mr. Black, note attaching item 91.160 for inclusion in LEN pack.
- 91.181 : From Convener to members of Swimming Committee, Information up-date of 27th April 1991.

Correspondence to 27th April 1991

Douglas C.J. Brown
Swimming Convener



MILNGAVIE & BEARSDEN
AMATEUR SWIMMING CLUB

22 April 1991.

17 Lochend Drive,
BEARSDEN,
GLASGOW, G61 1ED.

Douglas Brown, Esq.,
29 Hartington Place
EDINBURGH
EH10 4LF

Dear Mr. Brown,

I am writing to express my Club's serious concern over the handling of the recent World Cup swim meet in Victoria, Canada. As you know, Alison Sheppard was one of the swimmers who attended this meet. There are a number of issues jointly and severally causing concern.

Selection

Alison was not advised by letter that she was selected to take part in this meet. In fact, she learned of her selection from the Press.

The issue, however, is that Alison is employed by the Bank of Scotland who, to date, have been very good in letting her have time off for international duty and it is only fair to the bank, and to Alison's personnel records, that selections are by letter suitable to be passed to the employer for their files.

Alison was declined time off to attend the forthcoming GB training camp (unless as part of her holidays but these have already been committed) so the fuller her personnel file with positive achievement the better her chances of continued time off as both her swimming and banking careers progress. My Club considers this to have been a most serious issue indeed.

Travel/Accommodation

As a result of the lack of selection letter, the Club (and parents) did not know Alison's travel arrangements or even where she was staying in Canada.

Mr. Smith was asked, in Sheffield, what the arrangements were. He replied that he did not know and explained that he had been told by the SASA Executive he was not to travel to Canada - he was reminded at that point that Alex McNeil, Alison's coach, had advised him on the Milan/Bonn trip that he, Alex McNeil, was available to travel to Canada if required.

Alison did receive a telephone call from Mr. Smith on the Tuesday before assembling at Glasgow Airport at 6.15 a.m. on Thursday to the effect that she was to collect her ticket to London at Air UK desk and that Mr. Smith would have the other travel tickets and that he would meet her at Gatwick. So/

To: Douglas Brown, Esq.

22 April 1991.

So, apart from the very late notice of travel arrangements, it was not known a travel agent other than the SASA official travel agent had been used. This was only learned when Alison's parents phoned Hogg Robinson to enquire what the arrangements were. Hogg Robinson knew of the trip but had not made the arrangements. We wonder if this departure from using the official travel agent affected insurance, or was separate cover taken out?

So there are three issues in this area:-

- a) Extremely late notification of travel arrangements, and then only verbal for outward flights.
- b) The parents were left wondering about return flights.
- c) Alison could not have been contacted had the need arisen since no-one knew of the accommodation arrangements.

Appointment of Coach

We realise Mr. Smith was appointed coach for the meet by the Swimming Committee, presumably for "wave programme" purposes and we would not take issue with that appointment.

However, for whatever reason, the SASA Executive instructed Mr. Smith he was not to attend the Victoria meet, and shortly after this Alex McNeil was asked by George Philp if he would be available to step in at short notice as coach instead of Mr. Smith.

As previously mentioned, Alex McNeil had already advised Mr. Smith some weeks earlier that he was available.

From that moment Alex was put under undue pressure from various coaches who seem to have had knowledge of what should have been confidential information. Alex made it clear he would be available since he puts the swimmers well-being first and he did not wish the trip cancelled for lack of a coach and he would not be party to allowing swimmers to go to Canada with no coach. Alex had no axe to grind with the original selection of Mr. Smith as coach but was most concerned and upset by the regular pressure being brought to bear on him to "support" the Director of Swimming in this matter. Alex was also concerned that if he did go there could be adverse repercussions against his Club and swimmers in future selections.

In the event, it seems Peter Barnett's ill health intervened - since it would have been down to Peter to make any rearrangements - so the upshot is that Mr. Smith did indeed go to Canada.

However, that is not the issue here but the two issues causing concern are:-

- a) Indecision and the possible adverse effect on the swimmer.
- b) Undue pressure and the adverse effect on Alex McNeil.

Coaches' responsibilities

With such a small party of senior swimmers we are not sure where one delineates between coaching and managerial responsibilities and perhaps this is/

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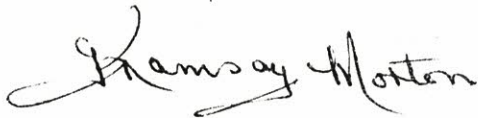
is not an issue at all, just an area of general concern although we would have expected Mr. Smith to return with the party. We presume he had a float for contingencies as there may well have been difficulties which required his attention, but in the event he was not there, having decided in advance to stay on in Canada for a few days.

Performance

We are pleased that, at the end of the day, swimmers' performances appear not to have been affected by the issues commented upon above.

We are, however, writing, as already mentioned, to express our concern over the issues as stated in the hope that they will be addressed and result, not in recrimination, but in significantly enhanced and open communication in the future.

Your sincerely,

A handwritten signature in cursive script, reading "J. Ramsay Morton". The signature is fluid and elegant, with a large initial "J" and a long, sweeping underline.

J. Ramsay Morton
Secretary.

SCOTTISH SWIMMING COACHES ASSOCIATION

31C Upper Mill Street
Tillicoultry
FK13 6AP



22 April 1991

W. Black Esq
General Secretary
S.A.S.A.
Airthrey Castle
University of Stirling
FK9 4LA

Dear Bill,

Swimming World Cup Final - Victoria, Canada

I write to you on behalf of the Executive of the Scottish Swimming Coaches Association to express our concern over the handling of the SASA team arrangements for the Swimming World Cup Final in Canada earlier this month.

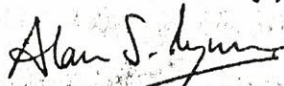
The S.S.C.A. Executive met on Wednesday 3rd April and discussed the issues relating to the Swimming Committee meeting of Sunday 24th March and the subsequent SASA Executive meeting on Tuesday 26th March.

Particularly worrying to the Coaches Association during the period following these meetings was the inappropriate personal pressure placed upon coaches by the SASA Executive. The matter of staffing was clearly one to be resolved by the Swimming Committee, the Director of Swimming and the SASA Executive. At no time should there have been any direct or indirect pressure involving coaches of swimmers or National Squads.

In response to the report received by our representative at the Swimming Committee meeting on the 24th March and with reference to the decisions taken at that time, we would urge the SASA Council to consider the validity of having a constitutionally established committee making unanimous decisions and then having these rescinded 48 hours later by members of this same committee.

We feel that both of these issues are of significant importance and regard them as being of the utmost principle. Progress will be made through co-ordinated, purposeful action not through obstructive, negative behaviour.

Yours sincerely,


Alan S. Lynn
Secretary

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To SASA COUNCIL MEETING of 28th APRIL 1991

Supplementary Report : Swimming Committee

1. Since submission of my formal Report to Council (dated 24th March 1991) and my return from holiday, much business has been conducted as summarised below :-
 - 8th April : Sub-Committee, Scottish Sports Association (Conference)
 - 9th April : Sub-Committee, Scottish Sports Association (Secretarial Appointment)
 - 11th April : East District Swimming Committee (invited to attend : Time Trials)
 - 14th April : Circulation of Information Up-date to Swimming Committee including issues arising from 8 Nations Selection.
 - 16th April : Joint Meeting, Scottish Sports Association and Sports Council, (DB Acting Chairman, SSA)
 - 19th April : Travel to Cardiff (8 Nations Contest)
 - 20/21 April : 8 Nations Contest
 - 22nd April : Circulation of Information Up-date to Swimming Committee Matters Arising from 8 Nations Contest Technical Meeting, Programme (draft) for National Open Championships.
 - 24th April : Scottish Sports Association Half-Yearly Meeting, representing SASA.
 - 25th April : Meeting with officers of East Kilbride District Council re use of Dollan Baths for National Open and Age Group Champs.
 - 27th April : Circulation of Information Up-date to Swimming Committee including preparation of National Age Group Championship programme.

Matters of particular significance are identified below :-

2. LEN Conference

The Information up-date of 22nd April detailed the major points arising from the Technical Committee Meetings held at the 8 Nations Contest : no objections have been received to any of the points noted and therefore I assume that the Swimming Committee supports the proposals, namely :-

- (1) The revised Rules for the 8 Nations Contest ;
- (2) The proposed Swimming Programme for 1992 ;
- (3) The adjustment of dates for 1992 proposed to save member Associations the considerable additional costs which would be incurred in being in Finland over the Easter Holiday Weekend.

As a result of the above proposal, the member Associations are likely to move a change of date for the Multinations Youth event in 1992 to 10th-12th April. Subsequent to that Information Update it is unlikely that we (SASA/East Kilbride) will be bidding for that meet.

3. Use of Dollan Baths

After a significant delay, a meeting was held at Dollan Baths on Thursday 25th April between (SASA) Mr. H.H. Smith and Convener and (E.K.) Mr. Edmonds, Mr. Jackson and Mr. Figgins. The meeting was called by East Kilbride in response to the letters sent by Mr. Smith and the Convener requesting use of the Pool for our Championships. The results of the meeting can be summarised as follows :-

- (1) Request for Age Group Championships approved ;
- (2) Request for Training Facilities approved subject to costing and agreement ;
- (3) Negotiations on Long Course ; willing to help but difficult for them ; key issue is longer-term relationship between SASA and EK - councillors need to be convinced of benefits - SASA willing to assist with a request to Sports Council for funding for pool improvements (timing, lane ropes, boom) ? Their decision tomorrow.
- (4) Decision from East Kilbride notified on Friday 26th April - yes for Long Course. (£24,100 for National Open Championships subject to provision of timing by SASA and operating within the hours estimated).

4. National Championship Programmes

The National Open Championships draft programme was circulated on 22nd April and responses identifying minor corrections were received. That programme is based on three days instead of the previous four in order to make it more acceptable to East Kilbride. As previously discussed in Swimming Committee, the distance

freestyle events for the older age groups have reverted back to the Age Group Championships thus allowing those swimmers more opportunity to swim those events. The pattern of the Championships remains the same with heats in the morning and finals in the evening ; the younger age group events utilise the pool time in the afternoon and provide important income.

The National Age Group Championship draft programme is attached and has been circulated to Swimming Committee Members for their comments. Minor adjustments will be required to incorporate the 400m Freestyle events for 17/18 and 19/24 previously held in the Open Championships. As previously noted, the distance freestyle events have been incorporated into the programme on Wednesday.

Both Programmes will also include information to Clubs on the Consideration Times for selection to National Squads (Core programme, Wave programme and Commonwealth Games programme) together with a clear statement advising that the times quoted are guidelines, that the Association must be free to consider other factors such as the availability of resources and noting that the times render a swimmer eligible for consideration.

5. Next Meeting of Swimming Committee

The next meeting of the Swimming Committee is provisionally noted as :-

Sunday 26th May : 12.00 : Edinburgh (venue to be noted) to
link with the Open District Time
Trials being staged by the East
District.

Douglas C.J. Brown
Swimming Convener
27th April 1991