

Subject: Minutes of the meeting of Sport New Zealand board on Thursday 13 February 2020 at Sport Central, Mt Eden, Auckland

Board Members

| | | For Items |
|--------------------|----|-----------|
| Bill Moran (Chair) | BM | All |
| Farah Palmer | FP | All |
| Hilary Poole | HP | All |
| Kylie Clegg | KC | All |
| Raewyn Lovett | RL | All |
| Darrin Sykes | DS | All |
| Rowan Simpson | RS | All |

Apologies

Cameron Leslie

Guest

| | For item |
|-------------------|----------|
| Maddi Mclean (MM) | 1182 |

Staff

| | | For Items |
|---------------------|----|-----------------------|
| Peter Miskimmin, CE | PM | All except Board only |
| Michael Scott CE | MS | 1175 - 1184 |

Other Staff

| | | For Items |
|----------------|----|-----------------------|
| Geoff Barry | GB | 1178 - 1188 |
| Julie Morrison | JM | 1178 onwards |
| Jannah Wootten | JW | 1178 onwards |
| Dave Adams | DA | 1188 |
| Scott Ryland | SR | 1183 & 1184 |
| Hamish McEwen | HM | 1185 |
| Barbara Grieve | BG | 1185 |
| Alex Chiet | AC | 1186 |
| Sheryl Nichols | SN | 1186 & 1187 |
| Paula Ryan | PR | All except Board only |

The meeting began with a powhiri for Beatrice Faumuina as this was her first attendance as a Sport NZ Board member.

1172. Welcome and Apologies

The chair welcomed board members to the meeting. Cameron Leslie was noted as an apology.

1173. Board Only Time

The Board noted and agreed the updates to the Sport NZ Board Charter and agreed the 2020 performance objectives. It was also **agreed** that the Board would review it's 2019 performance against its objectives at its next meeting.

The Board discussed the HSPNZ director appointment process and implications. The Board **agreed** that the NZOC be asked to provide a male and female nominee for Tony Hall's director role, when it expires. The Board also discussed Sport NZ and HPSNZ director reappointment processes.

1174. Conflicts of Interest including register of interests and gifts

Changes to the conflicts noted as follows:

- Kylie Clegg – no longer board member on Counties Manukau DHB as at 7 December 2019
- Rowan Simpson – no longer director of Valar NZ Limited with effect from 1 February 2020
- Beatrice Faumuina – at this her first meeting no conflicts have been notified.

The gift register is as follows:

Kylie Clegg hosted by Hockey New Zealand at the FIH Pro-League event on 1 February 2020 (estimated value one ticket \$149).

Hilary Poole Guest of the NZOC at the NZOC Gala Dinner on 4th December – official representative of HPSNZ (plus husband) total estimated value \$400.

PM, MS, PR joined the meeting at 10.20am

PM acknowledged the recent passing of Brad Conza, HPSNZ staff member.

PM noted the following additional items to the meeting:

1. Tokyo Leverage Campaign
2. Letter of Expectation – tabled for information only.

***ACTION:** Letter of Expectation to be an agenda item for the March board meeting.

1175. Environment Scan (February 2020)

The paper was taken as read and noted by the Board.

1176. Sport NZ Risk Register– February 2020

The paper was taken as read.

***ACTION:** Place Health & Safety Report under Operating Environment on the agenda.

1177. Chief Executive's Report

The report was taken as read. PM spoke to particular items.

Interactions with the Minister were noted along with the General Election implications for staff and Board. Any resulting changes to the business' work programme would be reported at the March board meeting.

The update on the Women & Girls strategy implementation was discussed.

PM noted the update on HAL and advised that the biggest concern at present was achieving the target of contracting 300 schools and kura. Management is working closely with the RST network to meet this target.

***ACTION:** Provide an update to the Board each month on this item.

Work underway in the NSO capability space was discussed. The status of the NSO Futures project was raised. The Board was advised the terms of reference for phase 2 of the project were yet to be finalized however, it was anticipated an update would be available for either the March or April board meeting.

The good progress being made on the Integrity Review was noted, in particular, the work being done related to the protection and safeguarding of children.

Key pieces of facilities work were noted, specifically the work being done to upgrade female facilities at major venues around the country. PM noted Sport NZ's support for this work and advised it had supported the application to Lotteries Significant Projects Fund.

The updates on Major Events and CASRO were noted as reported. Recent Tribunal decisions were noted. PM advised that awarding costs was not usual practice for the Tribunal.

The process undertaken with Drug Free Sport NZ to write to those NSOs who had not yet fully adopted the NZ Sports Anti-doping Rules was discussed. For many sports, they were operating under the rules however an AGM was required for formal adoption of the rules, meaning it was for many a timing issue. Going forward, the Partnership Managers will work more closely with NSOs to identify at risk sports and bring them to the attention of management.

PM provided a brief update on the status of the organizational realignment project. He advised that it would be announced to staff on Wednesday 19 February. In total, six new roles would be established which involved the repositioning of some existing roles. It was likely two roles would be disestablished and most likely redeployed within the business. Overall, headcount would increase by three.

The remainder of the report was taken as read and noted by the Board.

GB, JM, JW, HM joined the meeting.

1178. NSO Investment allocation

The paper was taken as read. GB acknowledged the work done to get to this point in the process and spoke to the details of the communications plan in particular, how NSOs will be treated where it is expected the investment decision will have a direct impact on a specific outcome, for example disability.

How investment impact will be reported on was also discussed along with the risks and mitigations that had been considered.

***ACTION:** Provide the Board with key messages (from communications pack).

The Sport NZ Board **agreed** to:

- a) **approve** the allocation of Partnership investment to 65 current NSOs for 2020 - 2024 totalling \$9,301,000 per annum as shown below.

| Sport | Impact \$ 2020-24 | Stretch \$ 2020-22 | Total \$ |
|------------------|-------------------|--------------------|----------|
| Netball | 750,000 | 100,000 | 850,000 |
| Football | 630,000 | 200,000 | 830,000 |
| Rugby | 600,000 | 100,000 | 700,000 |
| Basketball | 550,000 | 125,000 | 675,000 |
| Hockey | 400,000 | 150,000 | 550,000 |
| Rugby League | 340,000 | 125,000 | 465,000 |
| Cricket | 300,000 | 125,000 | 425,000 |
| Touch | 400,000 | - | 400,000 |
| Badminton | 250,000 | 125,000 | 375,000 |
| Golf | 225,000 | 150,000 | 375,000 |
| Softball | 190,000 | 120,000 | 310,000 |
| Volleyball | 300,000 | - | 300,000 |
| Athletics | 250,000 | - | 250,000 |
| Gymnastics | 250,000 | - | 250,000 |
| Waka Ama | 190,000 | 60,000 | 250,000 |
| Tennis | 225,000 | - | 225,000 |
| Yachting | 200,000 | - | 200,000 |
| Swimming | 190,000 | - | 190,000 |
| Bowls | 150,000 | - | 150,000 |
| Cycling | 150,000 | - | 150,000 |
| Equestrian | 150,000 | - | 150,000 |
| Rowing | 125,000 | - | 125,000 |
| Surf Life Saving | 100,000 | - | 100,000 |
| Water Polo | 90,000 | - | 90,000 |
| Karate | 75,000 | - | 75,000 |
| Pony Clubs | 75,000 | - | 75,000 |
| Squash | 75,000 | - | 75,000 |
| Table Tennis | 75,000 | - | 75,000 |
| Snow Sports | 50,000 | - | 50,000 |
| Triathlon | 50,000 | - | 50,000 |

| Sport | Impact \$ 2020-24 | Stretch \$ 2020-22 | Total \$ |
|----------------------------|-------------------|--------------------|------------------|
| Boxing | 30,000 | - | 30,000 |
| Orienteering | 30,000 | - | 30,000 |
| Motorcycling | 25,000 | - | 25,000 |
| Shooting | 25,000 | - | 25,000 |
| Archery | 20,000 | - | 20,000 |
| Baseball | 20,000 | - | 20,000 |
| ITF NZ | 20,000 | - | 20,000 |
| Surfing | 20,000 | - | 20,000 |
| Water Ski | 20,000 | - | 20,000 |
| Weightlifting | 20,000 | - | 20,000 |
| Australian Football League | 15,000 | - | 15,000 |
| Croquet | 15,000 | - | 15,000 |
| Diving | 15,000 | - | 15,000 |
| Ice Hockey | 15,000 | - | 15,000 |
| Indoor Bowls | 15,000 | - | 15,000 |
| Judo | 15,000 | - | 15,000 |
| Kart Sport | 15,000 | - | 15,000 |
| Marching | 15,000 | - | 15,000 |
| Motorsport | 15,000 | - | 15,000 |
| Skate | 15,000 | - | 15,000 |
| Speedway | 15,000 | - | 15,000 |
| Synchro Swim | 15,000 | - | 15,000 |
| Billiard Sports | 10,000 | - | 10,000 |
| Curling | 10,000 | - | 10,000 |
| Darts | 10,000 | - | 10,000 |
| Ice Figure Skating | 10,000 | - | 10,000 |
| Petanque | 10,000 | - | 10,000 |
| Polocrosse | 10,000 | - | 10,000 |
| Wrestling | 10,000 | - | 10,000 |
| Flying | 6,000 | - | 6,000 |
| Gliding | 6,000 | - | 6,000 |
| Ice Speed Skating | 6,000 | - | 6,000 |
| Power Boat | 6,000 | - | 6,000 |
| Powerlifting | 6,000 | - | 6,000 |
| Taekwondo | 6,000 | - | 6,000 |
| | 7,921,000 | 1,380,000 | 9,301,000 |

- b) **approve** transition funding of \$545,000 from the 2019/20 budget set aside to ‘accelerate future strategy implementation’ as outlined below.

| Partner | HPSNZ sports | Current \$'000 | New \$'000 | Decrease \$'000 | Transition Funding Recommendation | | Impact on partner | | | |
|--------------|--------------|----------------|------------|-----------------|-----------------------------------|--------------|--|---------------------------|----------------------|---------------------------|
| | | | | | Year 1 - 50% | Year 2 - 25% | Total year 1 funding incl Q1 roll-over | Net cash impact in year 1 | Total year 2 funding | Net cash impact in year 2 |
| Golf | | 550,000 | 375,000 | 175,000 | 87,500 | 43,750 | 506,250 | (43,750) | 418,750 | (131,250) |
| Rugby League | Campaign | 640,000 | 465,000 | 175,000 | 87,500 | 43,750 | 596,250 | (43,750) | 508,750 | (131,250) |
| Tennis | | 400,000 | 225,000 | 175,000 | 87,500 | 43,750 | 356,250 | (43,750) | 268,750 | (131,250) |
| Bowls | Campaign | 249,000 | 150,000 | 99,000 | 49,500 | 24,750 | 224,250 | (24,750) | 174,750 | (74,250) |
| Cycling | Tier 1 | 200,000 | 150,000 | 50,000 | 25,000 | | 187,500 | (12,500) | 150,000 | (50,000) |
| Indoor Bowls | | 64,000 | 15,000 | 49,000 | 24,500 | | 51,750 | (12,250) | 15,000 | (49,000) |
| Surfing | Campaign | 50,000 | 20,000 | 30,000 | 15,000 | | 42,500 | (7,500) | 20,000 | (30,000) |
| Table Tennis | | 100,000 | 75,000 | 25,000 | 12,500 | | 93,750 | (6,250) | 75,000 | (25,000) |
| Motorsport | | 75,000 | 15,000 | 60,000 | - | | 30,000 | (45,000) | 15,000 | (60,000) |
| Shooting | Campaign | 55,000 | 25,000 | 30,000 | - | | 32,500 | (22,500) | 25,000 | (30,000) |
| Snow Sports | Tier 2 | 75,000 | 50,000 | 25,000 | - | | 56,250 | (18,750) | 50,000 | (25,000) |
| Motorcycling | | 50,000 | 25,000 | 25,000 | - | | 31,250 | (18,750) | 25,000 | (25,000) |
| Squash | Campaign | 100,000 | 75,000 | 25,000 | - | | 81,250 | (18,750) | 75,000 | (25,000) |
| Flying | | 20,000 | 6,000 | 14,000 | - | | 9,500 | (10,500) | 6,000 | (14,000) |
| Gliding | | 15,000 | 6,000 | 9,000 | - | | 8,250 | (6,750) | 6,000 | (9,000) |
| Power Boat | | 15,000 | 6,000 | 9,000 | - | | 8,250 | (6,750) | 6,000 | (9,000) |
| Skate | | 20,000 | 15,000 | 5,000 | - | | 16,250 | (3,750) | 15,000 | (5,000) |
| Judo | | 20,000 | 15,000 | 5,000 | - | | 16,250 | (3,750) | 15,000 | (5,000) |
| Speedway | | 20,000 | 15,000 | 5,000 | - | | 16,250 | (3,750) | 15,000 | (5,000) |
| Croquet | | 20,000 | 15,000 | 5,000 | - | | 16,250 | (3,750) | 15,000 | (5,000) |
| AFL | | 20,000 | 15,000 | 5,000 | - | | 16,250 | (3,750) | 15,000 | (5,000) |
| Wrestling | | 15,000 | 10,000 | 5,000 | - | | 11,250 | (3,750) | 10,000 | (5,000) |
| Taekwondo | | 10,000 | 6,000 | 4,000 | - | | 7,000 | (3,000) | 6,000 | (4,000) |
| Powerlifting | | 9,000 | 6,000 | 3,000 | - | | 6,750 | (2,250) | 6,000 | (3,000) |
| | | | | | 389,000 | 156,000 | | | | |
| | | | | | TOTAL cost | 545,000 | | | | |

- c) **note** the risk assessment and next steps outlined in the paper.

The Board acknowledged the quality of work done in this space.

1179. NRO Investment allocation

GB spoke to the key points of the paper. He noted that this investment proposal only considered the eight current partners Sport NZ invests in. Consideration of investment into new partners would take place once the new ‘Active Recreation Lead’ had been recruited.

GM also noted that the proposed investment allocation left some residual budget which management was considering how best to use. This recommendation will come to the Board later in the year.

***ACTION:** Prepare a paper recommending use of residual NRO budget.

The Sport NZ Board **agreed** to:

- a) **approve** the allocation of \$1,278,500 per annum partnership investment to eight NROs for 2020-2024 as set out below:

| Organisation | Amount (\$) |
|--|-------------|
| Recreation Aotearoa | 768,500 |
| YMCA NZ | 215,000 |
| NZOIA | 100,000 |
| Duke of Edinburgh Aotearoa/Hillary Award | 75,000 |
| Scouts NZ | 50,000 |
| Mountain Safety Council | 35,000 |
| GirlGuiding NZ | 25,000 |
| NZ Alpine Club | 10,000 |

1180. Healthy Active Learning – Phase One Investment Approval

The paper was taken as read.

The Board **agreed** to:

- a) **approve** the total Phase One investment allocation of \$10,347,461 to six RSTs to cover the period January 2020 to December 2022.
- b) **approve** individual investment allocation into each of the six RSTs as tabled below.

| RST Phase One Investment Allocation (2020-22) | | | | | |
|---|--------------------|--------------------|--------------------|------------------|---------------------|
| Financial year | 2019/2020 | 2020/2021 | 2021/2022 | 2022/2023 | TOTAL |
| Aktive | \$504,790 | \$1,250,750 | \$1,048,665 | \$302,705 | \$3,106,910 |
| Sport BoP | \$210,491 | \$500,278 | \$433,130 | \$143,343 | \$1,287,243 |
| Sport Canterbury | \$262,575 | \$554,505 | \$392,240 | \$100,310 | \$1,309,630 |
| Sport Gisborne | \$184,357 | \$444,947 | \$392,018 | \$131,429 | \$1,152,753 |
| Sport Northland | \$269,737 | \$705,665 | \$663,165 | \$227,237 | \$1,865,805 |
| Sport Wellington | \$258,480 | \$638,140 | \$551,580 | \$176,920 | \$1,625,120 |
| | \$1,690,432 | \$4,089,285 | \$3,576,109 | \$976,635 | \$10,347,461 |

1181. Ratification of HPSNZ Investment Decisions

Basketball 3x3 Investment Update

The chair provided a brief summary of the paper discussed by the HPSNZ Board on 12 February. Due to changes in the Olympic qualification process the HPSNZ Board had agreed to recommend to Sport NZ Board the transfer of investment from the Women's 3x3 Olympic campaign, to the Men's 3x3 campaign.

Specifically, the recommendation sought agreement that the \$0.05m investment previously approved by the board at its meeting on 27 November 2019 for Basketball New Zealand Women's 3x3 Basketball be redirected to the Men's 3x3 Basketball.

The Sport NZ board **agreed** to the recommendation as detailed above.

MM joined the meeting.

1182. Sport NZ Graduate Programme

Maddi Mclean joined the meeting. MM spoke of her experiences, learnings and reflections of the Sport NZ Graduate Programme. In particular, she noted the value of the connections she had made and the professional development opportunities that had been provided. The Board questions focused on how the programme could be improved. MM suggested how it was marketed, emphasizing the value of the opportunities provided, as well as the value of the graduate alumni and connection back to Sport NZ after completion of the programme.

MM left the meeting following lunch.

SR joined the meeting.

1183. Definition of Sport for Sport NZ's Eligibility Criteria

The paper was taken as read and discussion opened to questions from the Board.

Questions focused on the difference between the Australian and New Zealand definitions and the non-inclusion of a 'social good' aspect. The Board was advised that the proposed definition aligned to Sport NZ's eligibility criteria (rather than investment criteria), and that the reason why people participated in sport was not necessary in defining what sport is.

It was requested that the words "*.. and regulations*" be removed from the definition as the word "rules" covered both and removed any possible confusion.

The Sport NZ Board **agreed** to:

- a) **note** the proposed definition of sport:
An activity with human participants that requires physical activity and physical skill, which is governed by rules, and has competition that requires skill rather than chance.
- b) **agree** that this definition be added to Sport NZ's Eligibility Criteria; and
- c) **note** that this definition will be used to inform our recommendation on the NZESF application (see next Agenda item: New Zealand Esports Federation's Application to meet eligibility criteria)

1184. NZ Esport Federation's Application to meet eligibility criteria

The paper was taken as read. It was noted that given the previous agreement on the definition of sport, esports now met Sport NZ's eligibility criteria. It was further noted that the definition of sport refers to "physical activity and skill" but not the degree of activity or skill. It was noted that both these elements were present in esports however, to varying degrees.

The Sport NZ Board **agreed** to:

- a) **note** the proposed definition of sport:
An activity with human participants that requires physical activity and physical skill, which is governed by rules, and has competition that requires skill rather than chance.
- b) **approve** NZESF's application on the basis that they meet the above definition of sport and the criteria set out in Sport NZ's Eligibility Criteria;
- c) **note** that management will ensure that the Minister for Sport and Recreation is briefed on this decision and its implications prior to informing NZESF of the decision; and
- d) **note** that a detailed communications plan will be developed to enable the Minister, the Board and Management to respond to media enquiries for the decision is made.

PM advised the Board that the Minister would be briefed on the Board's decision. Following that, management would meet with the TAB to discuss distribution of dividends, and meet with NZESF to ensure alignment of communications. Sport NZ would then meet with other relevant government agencies such as MoH to explain its decision.

The Board thanked staff for their work and acknowledged the quality of the papers provided.

SR left the meeting

HM and BG joined the meeting

1185. **Sport NZ Approach to Impact Reporting**

The paper was taken as read. HM set the context for impact reporting and how it linked to the Outcomes Framework. He went on to explain the process undertaken to determine measurement, and the considerations and limitations of the proposed approach. Examples of how it would play out were also provided. The burden of measurement for partners was also discussed, noting the need for Sport NZ to make it as efficient and effective as possible.

The Sport NZ Board **agreed** to:

- a) **note** the progress towards developing an effective and comprehensive measurement of investment.
- b) **note** further engagement with the board on measures, social return on investment, and the Reporting framework will occur before the end of this financial year.

HM and BG left the meeting

AC and SN joined the meeting

1186. Sport Development and “Keep Up with the Play”

The paper was taken as read. AC presented an overview of the context of the campaign and SN took the Board through the content and proposed rollout. The campaign was well received by the Board.

The Sport NZ Board **agreed** to:

- a) **note** the strategic context of Balance is Better and the inter-related workstreams underway to improve sporting outcomes for rangatahi including the *Keep up with the play* (KUWTP) campaign.
- b) **note** the KUWTP campaign and its assets and positioning to raise awareness of the need for change in the youth sport environment.

1187. Tokyo Leverage Campaign

This was an additional agenda item.

JW and SN took the Board through the proposed Tokyo Leverage Campaign “*My Sporty*” seeking the Board’s initial reaction before progressing further.

The Board was advised the campaign had been developed to align/influence the ‘Success Workstream’ of the HP System Strategy as well as Sport NZ’s strategy by targeting rangatahi and tamariki. The campaign would use social media channels and costs were estimated at \$350K.

The Board was advised the NZOC had seen Sport NZ’s proposed campaign and would be running their own however targeting a different audience.

The Board noted their concern regarding the use of Olympic athletes in the campaign as this could be a distraction to their Olympic preparations. The value of pre-testing the campaign with target audience focus groups was also suggested.

The Board noted their general support for the campaign.

AC, SN, JW left the meeting

DA joined the meeting

1188. Futures Paper – Demographic Changes and Health Trends

The papers were taken as read.

The chair apologized to DA for the meeting running behind schedule and advised that in order for the Board to give full consideration to the papers, it would be deferred to the March board meeting.

***ACTION:** Schedule 90mins in the 19 March agenda for discussion of the four Futures papers.

***ACTION:** DA to provide the Board with questions to consider ahead of the March board meeting.

DA left the meeting.

1189. Sport NZ Finance Report – 31 December 2019

The paper was taken as read. There was no discussion or questions.

The Sport NZ Board **agreed** to:

- a) **note** the content of the report.

1190. Sport NZ Group Finance Report – 31 December 2019

The paper was taken as read. There was no discussion or questions

The Sport NZ Board **agreed** to:

- a) **note** the content of the report.

1191. Health Safety and Wellbeing Report

The paper was taken as read and noted by the Board.

1192. Parental Leave Policy Update

This item was deferred to the March board meeting.

1193. Update from the Audit, Finance and Risk Management Committee

JS advised that as there had been no meeting of the AFRC since the last board meeting, he was unable to provide an update.

The first meeting of AFRC for 2020 is scheduled for 31 March.

1194. Confirmation of minutes – 28 November 2019 Sport NZ Board meeting

The minutes of the meeting on 28 November 2019 were taken as a true and correct record of the meeting subject to the addition of the following two changes:

- Item 1175: The Sport NZ Board **agreed** to include the Professional Conduct for Crown Entity Board Members in its Board Charter
- Item 1176: The Sport NZ Board **agreed** to make changes to the Board Charter as discussed.

***ACTION:** Write to SSC advising Sport NZ will include the Professional Conduct for CE Board Members in its Charter.

1195. Matters arising

The paper was taken as read and no changes required.

1196. SNZ and HPSNZ Boards and Committee meetings for 2020

The paper was taken as read,

1197. Any other business

There were no further items of business.

1198. Board meeting review

Comments on this meeting included:

- Tighter management of the agenda is required to allow sufficient time for discussion on strategic items
- Papers were of high quality which led to quality discussions

- Overall feeling the organization is making good progress; able to see what we are doing to make a difference; sense of momentum
- Welcoming new board members with a mihi whakatau was appreciated; felt proud
- To free up meeting time, suggestion to use different formats for sharing presentations e.g., Facetime.

***ACTION:** Agree a Board plan for this year's meetings, including 2-3 external presentations

1199. Appendices

The appendices were taken as read.

The meeting closed at 3.40pm.

The next meeting of the Sport NZ Board is scheduled for 9am, 19 March 2020 at Sport NZ, Wellington.



Bill Moran
Chairman
Sport New Zealand

11-12 2020

Date

Released under the Official Information Act 1982



Minutes

High Performance Sport New Zealand Board Meeting

Thursday 9 December 2021 9.00am

NZ Rugby House, Mana Room, 100 Molesworth Street

MS Teams – HSPNZ Boardroom

| BOARD MEMBERS PRESENT | |
|------------------------------|--|
| In Attendance | Bill Moran (Chairman), Chelsea Grootveld, Martin Toomey, Annette Purvis, Ian Hunt, Rowan Simpson, Alison Shanks, Hetty Van Hale |
| Apologies | Nil |
| Staff | |
| HPSNZ Staff | Raelene Castle, Acting Chief Executive (MS Teams) Steve Tew, Acting Chief Operating Officer Eddie Kohlhase, GM Performance Partnership (MS Teams) Neena Ullal, General Counsel (MS Teams) Dr Stafford Murray, Acting General Manager - Athlete Performance Support (MS Teams) Rachel Williams, Acting General Manager – Business Operations (MS Teams) Simon Roche, Strategic Communications Manager – HPSNZ (MS Teams) Fiona Mather, Head of Performance Therapies (MS Teams) Bruce Hamilton, Director of Performance Health (MS Teams) |
| Apologies | Andrew Matheson, Acting GM Strategy Implementation |
| Sport NZ Staff | Sasha Thomson, Executive Services Advisor |
| Guests | Fiona Allan (CE) Lynette Grace (Games Delivery Manager) Paula Tesoriero (Chef de Mission) |

1435. Welcome & Apologies

The Chair opened the meeting with a Karakia and welcomed everyone to the meeting.

The Chair acknowledged the departing directors, Alison Shanks, Ian Hunt, Rowan Simpson, who were attending their last meeting and acknowledged their contributions to High Performance Sport during their tenure.

He outlined the meeting for the day and the key topics to be discussed along with a presentation from Paralympics NZ who would be joining the meeting to debrief on the Tokyo games.

1436. Conflicts of Interest

Alison Shanks declared a conflict through her Magic Role where she was contracted to Netball NZ and for any cycling discussions.

Marty Toomey noted a conflict with any discussions relating to the Beijing Olympics due to his role as Chef de Mission.

1437. Board Only

The COO spoke to the current key issues and noted the departing Directors.

The COO noted the investment decisions that would be made later in the day and the significant amount of work undertaken by the team to date in preparing the recommendations for the Board and highlighted the importance of the discussions to come.

Governance and Structure Review of HPSNZ and SNZ

An update was provided on the Governance Review with the Minister's feedback tabled and the Board noting the separate session to be held later in the day to discuss the review with Sport NZ Board members, David Howman (Chair of the Review Advisory Committee), Max Adler (Ernest Young). The process was outlined with the Board's to discuss the proposal and a final decision to be made at the Sport NZ Board on the following day which would then be presented to the Minister.

Confidential update

The CE provided background information to the Board on an impending article expected to be published within the next week.

1438. CE Report

The Board **noted** the CEO Report.

The SLT joined the meeting

STRATEGIC SESSION

1439. Paris Investment

The COO introduced the paper to the Board.

The GM Performance Partnerships gave a presentation highlighting the key system shifts and outlined the key campaign changes.

The Board held a discussion on wellbeing as an integral pillar of the strategy and questioned why the wellbeing line in some budgets had \$0 allocated with Management noting that some sports had not applied and some were not clear in what they were doing in this area and it was a requirement for them to be able to detail what their funding was for. The Board noted that the wellbeing budget should be clarified as TBC noting that Management would cover off wellbeing investment in the letters that are sent out.

The Board noted that where a welfare/wellbeing request had been denied Management should include commentary to explain why it had been declined.

It was further noted that the development of wellbeing initiatives would be ongoing throughout the cycle and it was agreed that further investment would be necessary as these initiatives were developed.

The Board noted the importance of investing in capability and wellbeing and saw that as a critical part of the investment to NSOs.

Investment conditions were discussed with Management noting that the purpose of the investment was not to increase risk in NSOs but that in reality there are going to be capacity and capability issues in some sports.

The Board questioned whether \$6 million additional investment was sufficient noting that this would be a discussion for the Sport NZ Board at their meeting.

The Board noted the cultural pathway and the positive progress in this area.

ACTION:

- Management is to:
 - provide details on the wellbeing figure
 - check the SOI/SPE and Wellbeing Manager reference

The Board **agreed** to:

- **Note** SSNZ and NNZ investment consideration will be in 2022 and 2023 respectively
- **Approve (1438)** the proposed HPSNZ Strategic Investment recommendations to sports.
 - a. \$131M – Paris Cycle Total Direct Investment
 - b. \$6M – additional support requested from Sport NZ
 - c. \$1M – Covid Contingency held in reserves

The above is approved subject to:

- The additional support requested from Sport NZ in point 2 of the recommendation being increased from \$6M to \$8M; and
- Confirmation through the Health Check process and other mechanisms that the wellbeing of our athletes and others in our HP environments are a priority and that sufficient capacity, capability, tools and resources are embedded in both HPSNZ and partner NSOs to achieve this.

It is acknowledged that HPSNZ will engage with NSOs in early 2022, to ensure that robust plans are in place to ensure the above – and that sufficient investment has been attributed to (and by) the NSO to implement those plans in accordance with the HPSNZ Investment Schedule and Standard Terms and Conditions.

The COO thanked the Board for their support and outlined the next steps with timing for the next discussion and media release.

Fiona Allan (CE), Lynette Grace (Games Delivery Manager, Paula Tesoriero (Chef de Mission) joined the meeting

1440. Paralympics NZ Board Debrief

Fiona Allan spoke to the meeting and thanked both the Board and HPSNZ Management for their support towards the Paralympics campaign to Tokyo.

Paula Tesoriero spoke to the meeting from her perspective as Chef de Mission and acknowledged the support provided and highlighted the positive outcomes of the Paralympics Tokyo campaign which included no serious injuries, no Covid-19 cases, Paralympic records set and all in all a successful campaign despite the challenging environment.

Paula noted she was proud of the team and their achievements and addressed the learnings acknowledging the challenging circumstances of Tokyo.

Lynette Grace spoke to the performances which were all on track with some athletes setting personal bests and Oceania records.

The team outlined the challenges looking forward to Beijing from the learnings of Tokyo. The Board noted that the Paralympics team were working with NSOs to create pathways to the Paralympics looking ahead and outlined the challenges in this area.

The Chair noted the importance of the disability strategy to assist in this area and thanked the Paralympics team for their work and joining the Board meeting.

Fiona Allan (CE), Lynette Grace (Games Delivery Manager, Paula Tesoriero (Chef de Mission) left the meeting

1441. NSO Health Check Assessment Update

The paper was taken as read.

The CEO spoke to the work underway to investigate options around wellbeing. The Board encouraged Management to look at it as a priority and noted a deep dive on wellbeing would be undertaken in the New Year.

The work being undertaken through the Chairs Governance Group was highlighted with the Chairs and the roles and responsibilities and further funding being provided to assist NSO's in this area.

ACTION: Management is to facilitate a deep dive on Wellbeing with the Board in the New Year.

The Board **noted** the NSO Health Check Assessment Update.

1442. Beijing Focus Update

The GM Performance Partnerships spoke to the paper noting plans were on track for the Beijing Winter Olympics.

Marty Toomey provided an update as Chef de Mission noting a watch was being kept on the current Covid-19 situation in China.

The Board **noted** the Beijing Focus update.

1443. 2022 Birmingham Commonwealth Games Update

The GM Performance Partnerships spoke to the paper providing update on the 2022 Birmingham Commonwealth Games including an initial tracking of sports and contribution to the stated medal target.

The Board **noted** the 2022 Birmingham Commonwealth Games Update.

1444. Finance Report

The Acting General Manager - Business Operations spoke to the Finance Report and highlighted the draw down on Covid-19 reserves that had been accessed by Hockey NZ with a further application under review from Snow Sports NZ.

The Board **noted** the Finance Report.

1445. HPSNZ Delegated Authorities Manual

The Acting General Manager - Business Operations spoke to the paper noting it had been approved by the Audit, Finance and Risk Committee at their November meeting and aligned to the Sport NZ Delegated Authorities Manual and the new Strategy.

The Board **agreed (1445)** to approve the HPSNZ Delegated Authorities Manual (attached to the paper as **Appendix A**) and noted that once approved the policy will be distributed across HPSNZ as appropriate and that the SNZ Board will also be required to approve the Manual at their next meeting.

The Sport NZ Head of Government and Strategic Foresight joined the meeting

1446. Environmental Scan

The Sport NZ Head of Government and Strategic Foresight joined the meeting and provided a high-level overview of the environmental scan on the dimensions and implications of Covid-19. and held a discussion with the Board.

ACTION: Management is to:

- create scenarios for the future and what it might look and determine what actions can be taken now.
- add Sports wanting to be based in Europe to the Environment Scan.

The Sport NZ Head of Government and Strategic Foresight left the meeting

The Group Manager HR joined the meeting

1447. Health, Safety and Wellbeing Report

The Board discussed the Health, Safety and Wellbeing report and in particular the EAP sessions and queried if further information could be provided within the constraints of the privacy laws to drill down further.

ACTION: Management is to provide further information on EAP sessions such as numbers, trends, locations, benchmarks.

The Group Manager HR left the meeting

1448. Confirmation of Minutes

11 November 2021

The minutes from the meeting held on 11 November 2021 were **agreed (Toomey /Van Hale)** as a true and accurate record of the meeting.

1449. Matters Arising

The Board noted the Matters Arising were either completed or had indicative due dates.

1450. General Business

Christchurch Hub “HPSNZ National Training Centre”

The GM Performance Partnerships spoke to the update provided in the paper attached to the CE report which provided a summary of the work undertaken to date on the Christchurch Hub and a view looking forward to 2024.

The Board **noted** the Christchurch Hub “HPSNZ National Training Centre” paper

South Auckland

The GM Performance Partnerships provide an update on the South Auckland Hub noting the Board would be undertaking a visit to South Auckland in February 2022.

Dr Stafford Murray, Acting General Manager - Athlete Performance Support

The Chair acknowledged Dr Stafford Murray's work and his impact on the High Performance System in New Zealand and wished him well for the future and his departure back home to the United Kingdom.

Departing Board Members – Rowan Simpson, Alison Shanks, Ian Hunt

The Chair spoke to the departing Board Members and made a presentation for each in recognition of the work they have undertaken during their tenure.

The meeting closed at 2.58pm

Bill Moran

_____ 2022

Chairman

Date

Released under the Official Information Act 1982