



Naomh Ólaf

Policy in Relation to Dual Players at Senior Level

Introduction

1. This policy seeks to address two emerging issues in relation to management and training regime for dual players which has the potential to cause friction between the codes and potential difficulties for dual players.

The Issues

2. The two issues are:
 - 2.1. Ensuring that Senior Managers have reasonably equal access to dual players for training purposes and for matches.
 - 2.2. Ensuring that the total training programme facing dual players does not place inappropriate demands on those players.

It is expected that there should be cooperation between both sets of management in respect to pre-season training programmes to ensure that dual players are not over worked in pre-season.

Policy

3. Naomh Ólaf is a 4-code club which means we will give equal treatment to each of the four codes. We will also ensure that player welfare is at the core of the Club's policies and the implementation of those policies. This is particularly important in relation to dual code players who will face greater physical demands.
4. In our Club players are encouraged to commit to both Football and Hurling/Camogie and all managers are required to actively support this in words and actions. Specifically, no manager is entitled to discourage (either directly or indirectly) players from training or playing of any other code.
5. During the playing season, each Senior Manager is required to take full account of the demands of the other code when determining training requirements which in any event should be discussed with and minimised for dual players.
6. For both pre-season and season time the availability of Dual Players will be managed on a week on week off basis. It is expected both management codes to agree on which codes the dual player will complete gym and fitness session with as no dual player should be doing both with each code as this is in the players best interest
7. To ensure player welfare is placed first and foremost and to secure timely agreement on optimal involvement of Dual Players, the Hurling Coordinator and Football Coordinator will make contact on a weekly basis to agree the schedule for Dual Players over the following two-week period. This is expected to be agreed at the start of the season but in an event where this is not

happening the club can adopt an active role in this. The coordinators will communicate with the Senior Football and Hurling Managers and each Dual Player to inform them of their decision if this is required. If agreement is not reached at Adult Games Level, then the issue will be escalated as soon as the issue arises, initially to the Vice Chairman for decision and ultimately, if necessary, to the Chairman to decide. The guiding principles will be:

- i. Player Welfare through ensuring that Players are not caught between conflicting personal demands and ensuring that the totality of demands (Including inter county) is reasonable to their own individual needs and circumstances.
 - ii. Priority of competition (Championship ahead of League and League ahead of Cup and Challenge – Cup and Challenge games to be considered in the context of preparation for League and Championship games.
 - iii. Promoting a compromise culture of give and take between the codes in the overall best interest of the Club. Should a Senior Manager wish to involve a Dual Player in an off-week session then this should also be addressed through the coordinators.
8. Should a Player have a concern with the operation of this policy to their own personal circumstances then the player should raise this with the relevant Coordinator(s). This includes the need for recovery sessions, skills sessions, or stamina sessions.
9. An Adult Games Committee, which is currently in place, meets each month. Membership comprises of the following:
- i. Adult Football Coordinator
 - ii. Adult Hurling Coordinator
 - iii. Adult Camogie Coordinator
 - iv. Adult LGFA Coordinator

The primary role of this Committee will be to consider the overall working of this policy and address any outstanding issues from the coordinators meetings.

In advance of this meeting if there are any issues arising Team Managers should review requirements of Dual Players for the coming month and flag these requirements ahead of the meeting which will be discussed with the club head of coaching. Changes will be considered to the week on week off schedule considering overall demands on individual players and may differ from player to player depending on the need of individual players for Stamina Sessions, Skills Sessions or Rest Periods.

Should a management team wish to change a fixture to another date, they must change the fixture to a week designated to their code. If this is not possible, the players and other management should be consulted to find an acceptable date for the fixture. In a case where no ideal date can be found, the players will be available to either management team on the default week on, week off basis. Therefore, should a match be refixed without the approval of the players and the other management, the players will not be obliged to play in that match.

At all times, the player has the right to choose whether to make him/herself available for a match. However, any attempts to persuade players to play in a match that has not been approved by the management of another code will be deemed unacceptable behaviour and should be raised to the committee.

- 10.** It would be best practise to not make a dual player a captain as this would be an additional layer of responsibility for the dual player.
- 11.** The Chairman and Chair of Adult Games will meet individually with any Dual Player, who chooses to focus on one code over another, to inform training regimes and club management processes for future years.
- 12.** This policy should be distributed to all managers and players concerned in all codes.