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Dear Club President,

On behalf of the board of Tennis Ireland, I want to update you in respect of the case taken to the Workplace Relations Commission (WRC) by David Miley, an unsuccessful candidate in the process late last year to recruit a new CEO for this organisation.

You may be aware that the WRC in the first instance adjudicated in favour of Mr Miley. The Board of Tennis Ireland has taken time to consider the WRC adjudication and what actions, if any, it might and should take. The board is unanimous in its view that the CEO selection process was robust, fair and equal to all participants in the opportunity it gave them to be successful. The process was conducted over three stages and involved a range of professional backgrounds, experiences and skillsets in the selection to ensure balance and perspective. Earlier this year the board commissioned a third-party to review the process professionally. That review found that the assessment was objective and honest in its work. Accordingly, it is difficult to rationalise how a conclusion arrived at by one individual - at a single point in time with less information available - could be a more balanced or complete outcome of the process, but that is the scenario which the WRC adjudication has presented to us.

At face value, the board has two options – to accept the WRC adjudication or to apply to the Labour Court to have it overturned, an outcome we are advised would have a high probability of success. The prospect of taking the matter to the Labour Court would seem attractive but as a board we must focus more deeply on the decision that best serves the needs of all stakeholders in Irish tennis.

With that in mind, the board has decided not to proceed to a Labour Court hearing. While we do not agree with, or accept in any way, the premise of the WRC adjudication, we equally are not prepared to engage in a process that will extend over the coming months, will distract from the priorities for the sport, cost tennis in terms of time, energy and money that should be going to our members and their sporting ambitions and achievements.

For the avoidance of doubt, our decision on the WRC has no impact on the decision to appoint Richard Fahey as CEO. In his work since he joined us, Richard has readily convinced members and clubs that he is eminently suited to the role and we look forward to substantial further progress for tennis with him at the helm.

Having made that decision, we must comment also on recent suggestions through the media that the WRC adjudication calls into question the board's fitness to serve and the calibre of individual members. The board is not a self-selecting group. Each member is elected and brings a strong personal record of accomplishment and sense of commitment from both their sporting and professional lives to the role to be used for the greater benefit of tennis. The make-up of the board of Tennis Ireland is ultimately a matter for the members of the sport through their clubs and their provinces. It is telling that from that representative spread, the board can say with assurance it has no feedback that this is an issue for the great majority of tennis clubs and members around the country.

There is a lot to be positive about in Irish tennis right now, on and off the court. This board has a very full agenda around a new strategic plan and it intends now to focus fully on that work to build on those positives in the interests of all its members.

David Barber

Chairman

On behalf of the Board of Tennis Ireland



**Directors:**

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