



Minutes of the EHUOPC Meeting Held on 1st June 2019

Attendees:

Liz Pelling (Chairman) (LP), Dawn Bonner (DB), David Ellcock – joined from 11:00am (DE), Mark Everard (ME), Simon Gillett (SG), Suzanne Howard (SH), Tony Kelleher (TK), Gary Stent (GS)

Meeting opened at 09:30 on 1st June, 2019 at Rivers Ibis Health Club, Scours Lane, Reading, RG30 6AY

1. **Apologies for Absence**

Colin Barthorpe (CB), Rob Jenkins (RJ),

2. **Minutes of 23rd February, 2019 Meeting**

Those present at meeting agreed content of the minutes.

There were no matters arising that were not covered elsewhere in the meeting.

3. **Officiating Management System (OMS) from Who's the umpire**

EHUOPC had a brief presentation from Mark Brown and opportunity for questions. Follow up meetings and training sessions will take place in the next few months in preparation for the new season.

4. **Appointment Co-ordinator's Report**

CB submitted a review of the season and expressed his thanks to all those involved in the appointing process, especially Liz & Rob and to the membership for fulfilling the programme. Many appointments post the league season and during the summer so members asked to keep availability updated.

Following interviews, Chris Peart (a member of Kent HUA), has been confirmed as the new appointments co-ordinator for the conference divisions next season. CB will be meeting with Chris in the near future to plan for the coming season.

It was noted that the new season commences with two weeks of Premier 14/21st September, with Div 1 and Conference starting on 28th September.

NPUA has been asked to appoint umpires to a new mid-week BUCS league next season. Members are asked to look out for this new mid-week opportunity.

EHUOPC thanked CB for his unstinting support all season.

Appointing priorities for 2019/20

Appointing to EHL divisions will follow the panel structure, with the following considerations

Premier Leagues

Premier and A star panels, followed by A panel.

Division One

Premier, A star and A, plus B star

NOTE on fitness: all umpires for Premier and Div one leagues must hold an FIH level fitness test. Any exceptions to this will require NPUA Executive approval.

Conference

Premier, A star, A, B star plus B, C, NPDP and candidates



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Where insufficient umpires from appropriate panels are available for each league, EHUOPC will consider high performing umpires on lower panels and cross gender panel options to ensure the right level of umpire is appointed to the game(s).

NOTE on fitness: all umpires for Conference games must hold a minimum level fitness test for NPUA members. Where insufficient umpires are available, Regional Reserves may be called upon without a fitness test but appointing will only subject to NPUA Executive approval.

Performance events/matches (GB and England):

GB has responsibility for GB events

EHUSSC has responsibility for all England performance events/matches down to U21s

NYUAG/EHUOPC has responsibility for all England performances from U18 and below

In general, and in line with FIH mainstream appointing, these will usually be based first on availability from the FIH/EHF lists by gender, including umpires on the EHF UDP and U4E programmes, followed by the appropriate level of non-FIH umpire from the match gender – so women on women's games and men on men's games. This does not rule out opposite gender appointing, rather sets a priority for performance development. EHUOPC recognises that mid-week appointments are very difficult to fulfil and is grateful to all umpires who officiate these games. EHUOPC is aware of the FIH 'Equally Amazing' programme for umpiring at the top level and our International strategy (Maintained by EHUSSC) will follow this too. EHUSSC is considering the 'Equally Amazing' policy in light of our domestic game and will revert its feedback to members **ACTION:** EHUSSC/DE

5. International Update

EHUSSC have confirmed the list of English umpires for appointing consideration and will publish once approved by EHF/FIH.

UMs: It was noted that Simon Gillett has his trainee International UM appointment this summer.

LP updated the meeting on the discussion at EHUSSC re developing umpire talent to achieve international success at the highest Olympic level. The average age of FIH umpires is reducing significantly (eg Laurine Delforge - Olympic final at 26), as is the way FIH move umpires between panels based on performance and potential. EHUOPC agreed there is a need to have more options to review performances (ie outside of formal EHUOPC meetings) and a greater willingness to move umpires down as well as up panels, in order for us to be more competitive at the highest level, and also to support the game and progression within our domestic framework.

It was agreed that umpires may be moved up (or down) more than one panel, or may not necessarily start on the lowest national panel when joining. EHUOPC would continue consider all data available in making its decision re panels. An open and honest dialogue with members will be maintained at all times.

6. Umpire Performance Review:

With major changes to the National Programme in season 2019/20, EHUOPC reviewed the panels to refit for the new structure. Changes have been based on performances, club feedback and the need to continuously develop and advance the umpiring talent pool at national level and beyond.

Panel Discussions:

ACTION: All Selectors to contact panel members and advise of changes to panels



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Women**a) Premier – LP**

LP provided a season overview of the women's premier panel

Gemma Jones is moved to the reserve panel

b) A* Panel – LP for RJ

No changes

A Panel – LP for RJ

LP provided a season overview of the women's A panel

Andy Poulain is promoted to the Premier panel

ACTION: LP to inform NPUA Secretary for award of National Badge

Ellen Schalig has returned to Holland and has retired from NPUA

c) B Panel - SH

SH provided a season overview of the women's B panel

Holly Redpath – promote to A star panel

Neil Smith, Jonathan Hull, Julie Spice, Rick Goddard, Julian Warburton, Jane Hallett – promote to A panel

Nikki Butcher, James Carter, Karen Fynn, Charles Hallows, Andy Lord, AJ Small, Joanne Spooner – promoted to B* panel

Robin Davis, Lena McCrea, David Savage, are moved to the reserve panel

Mike Smith has retired from umpiring NPUA

d) Reserve panel (LP)

No change.

Men**a) Premier – TK**

TK provided a season overview of the men's premier panel

Mike Davidson has moved to France but may be available occasionally if work permits. Moved to the reserve panel

b) A* Panel – LP for RJ

Daran Cass is promoted to the Premier Panel

ACTION: LP to advise NPUA secretary for application of National Badge

c) A Panel – LP for RJ

James Barnes, Gareth Perry and Dan Reid are promoted to A* panel

Tomas Holek will return to Czech Republic end June and is removed from panels



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Matt Miles has moved abroad and has retired from NPUA. Matt was thanked by LP/EHUOPC for his service to NPUA over the years.

Lee Wilks is moved to the reserve panel

d) **B Panel - GS**

GS provided a season overview of the men's B panel

Isaac Charles, Harry Collinson, Jack Glover, Trevor Norman, Andrew Pring, Richard Shaw, Julian Warburton are promoted to A panel

Johnny Downer, Hamish Ellis-Jack, Peter Hammond, Matt Pilgrim and Rowan Tejura are promoted to B* panel

Albert Marcano will be concentrating on club coaching. Move to reserve panel.

Ashley Freeman, Martin Hammond, Kieron Jones, Rupert Kerrell, Robin Davis, Ben Driver, are moved to reserve panel

Mike Smith and Tom Swain have retired from NPUA

e) **Reserve Panel – LP :**

David Howell is removed from panel and updated to not assigned

NPDP and Candidates - SG

Of the 21 umpires enrolled in the Programme at the start of this season. 19 passed, and two will be assessed next season.

A total of 17 L3 candidates were successful during the season

7. **New C panel for 2019/20**

43 umpires were nominated for out-of-region assessments and 23 passed assessment. Cate Adamson joins the C panel having been assessed by NPUA to the C panel level during the season. **ACTION:** David Monger to add 'passed' C panel umpires to the website after season reset on July 1st so that availability can be sought. Like all members, C panel umpires will need to complete a fitness test to minimum (or above) / appropriate level for the new season.

8. **2019/20 NPDP Candidate plans**

CRITERIA:

NPDP:

All nominations must be accompanied with an appropriate fitness test to the required standard for NPUA membership. Should the nomination be by July 31st and the regional fitness test for the current season to NPUA level has not taken place, candidates must pass by the NPUA closing date, or will not be accepted to the programme. For season 19/20 NPDP will again have three tranches of 'ready for' assessments, with regionals responsible for informing NPDP candidates of the tranche they are earmarked for.

Tranche 1 – September/October

Tranche 2 – November/ December

Tranche 3 – February/March (noting that the last few weeks matches are appointed weekly and opportunities for coaching/Assessing may be reduced).



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REMINDER: NPDP umpires should be considered as ready during season 1 of their membership, with season 2 available for further development as needed.

CANDIDATES:

All nominations must be accompanied with an appropriate fitness test to the required NPUA standard. Should the nomination be by July 31st and the regional fitness test to NPUA level for the current season has not taken place, candidates must pass by the NPUA closing date, or will not be accepted to the programme. The possibility of a 'ready now' candidate will be as follows. Regions may submit nominations for candidates twice during the season. First nomination by 31st July and second by 31st December, annually. Candidate umpires nominated must be deemed 'ready now' by regions for performances in the National programme and capable of an assessment mark for C panel entry level or above. The Candidate nomination in December should not be used for umpires who would otherwise qualify via the NPDP process. Should a candidate fail, they can only be re-nominated if the Region is able to persuade NPUA they have a reasonable chance of success, and NPUA can reject or accept the nomination.

It was also noted that any previously qualified L3 umpires returning to umpiring should also be capable of achieving a mark 'ready now' for performances in the National programme and capable of an assessment mark for C panel entry level or above in their re-assessment to NPUA panels.

Umpires transferring from other countries must achieve the minimum entry mark for C panel or above.

Transfer of L3 NPUA members between gender panels will be considered on a case by case basis based on knowledge of the umpire within the National Programme.

All candidates/NPDP will be deemed to have passed their assessment if they achieve the relevant pass mark for the C Panel, with the panel to be placed on determined by EHUOPC.

ACTION: SG to write to Regions by mid-June for nominations of NPDP and Candidate umpires with a return date of 31st July

9. Regional Reserves:

Criteria for these umpires would be suitability/availability for one-off games, holding an NPUA fitness test, and who are not on the NPDP or candidate panels, nor umpires who have been returned to region from any NPUA panels following assessment. In some circumstances, umpires without fitness tests, but who have performed at National or Top Regional level in the past, would be considered for one off games with the approval of the NPUA Chairman/deputy Chairman **ACTION:** CB to write to regions to ask for one off names for the Regional reserve panels, based on above criteria for 2019/20.

10. Domestic Tournaments Feedback

Feedback from all tournaments was generally positive. It was noted that the schedule for Championship finals / Premier play-offs of AM and PM for men's and women's games respectively wasn't ideal but understandable given playing times. One game on, one off would be preferred.

It was agreed to appoint an umpire liaison to the EH finals weekend and 2 support personnel to each day in future.



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EHUOPC suggested that a Support development group at the T1 finals day would be useful and welcomed **ACTION**: DE to ask Exec re funding/possibilities

Tournament radios need some replacement headsets. **ACTION**: ME to discuss whether replacements should be purchased

ACTION: 18/19 Tournament spreadsheet to be updated with final appointments following any changes **ACTION**: CB

11. Coaching & Assessment Report - DB

DB submitted a full report of the season.

Total umpire support for seasons	18/19 683 17/18 719, 16/17 526, 15/16: 528, 14/15: 444.
Total Coaching for seasons	18/19 308 , 17/18 391, 16/17 220, 15/16: 231, 14/15: 135
Total Assessments for seasons	18/19 375 17/18 328, 16/17 306, 15/16: 297, 14/15: 309

It was noted that more assessments had taken place in preparation for the expanded season ahead, including a second batch of NPDP candidates.

Dedicated coaches have been asked to send a summary of coaching for their mentees to panel leads. Not all received to date. **ACTION**: DB to remind coaches

DB has a meeting with EH (David Elworthy) and Mark Jarvis to discuss support resourcing for the coming season.

Coaching and mentoring support for umpires was discussed for the coming season. It was noted that mentoring was to be encouraged and may be from senior members and/or support personnel. Panel leads also act in a mentoring capacity for some umpires. Whilst dedicated, regular coaching by named support personnel may continue next season, umpires are asked to use regular weekly contact as well as actual coaching to support their progression. **ACTION**: All panel leads to discuss mentoring & coaching with umpires pre season

DE/EHUSC confirmed that, regrettably, given the time elapsed, the Support survey form 17/18 would not be published to support members

12. EHUSC report - DE

DE provided an overview of the strategy work currently underway. Two meetings had taken place discussing a wide-range of selectorial matters. International pathway had been discussed at length (See item 5), along with plans for 2019/20.

A targeted development group was run with the support of Paul Box-Grainger, Sean Edwards and Martin Twist at the EHL finals. Classroom session, fitness and match analysis formed the basis for the sessions. Subsequent to this and following feedback, Sean Edwards will run a series of Tele-conference calls on how to train and pass fitness tests.

A feedback video from the event. <https://vimeo.com/339597368?ref=em-share&fbclid=IwAR3G-GFRZRYZ1H2EMXT4SmEKdZkXo37QcOf7r2ZSkv4qs0Qjacq2DMYMNDo>

A new marking system for 2019/20 will be introduced, having been ratified by NPUA Exec. Final updates are being made and members will be updated at Conference. All assessors will be invited to a conference call pre-season to be updated/trained on the new system. Assessors will only be appointed following training **ACTION**: DE/LP to set up conference calls once final marking system is ready



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13. NPUA Exec Topics

ME provided an update from NPUA Executive

Fitness test requirements for 19/20 have been circulated and added to the website

Selectors/Panel leads for 19/20 were agreed by NPUA Exec as follows:

Premier and A Star: Liz Pelling (W), Tony Kelleher (M)

A and B Star: Suzanne Howard (W), Gary Stent (M)

B: Dawn Bonner (W), Simon Gillett (M). Note SG will lead on Conference appointing for EHUOPC

C and NPDP/Candidates: Two Selectors will be appointed following open recruitment process.

Coaching and Support co-ordination is under discussion between DE, ME and Mark Jarvis.

Updates to follow.

EHUOPC meetings would now include all panel leads plus 2 appointments co-ordinators, the Support appointments coordinator, plus Chair of EHUSCC and Chair of NPUA Executive (discretionary)

Website (OMS) migration plans are ongoing

NPUA Conference is Sept 7/8 and planning underway.

14. Provisional Dates of next meeting

Conference call pre NPUA conference. **ACTION:** All to send LP possible dates w/c August 19th and 26th

Saturday 7th December 2019. Date and venue to be confirmed once new members known.

ACTION: DB investigating possible venues on the lower M1 corridor

15. AOB

Umpires are requested to inform Panel leads if a Red Card or MMO is issued during a game. If during a tournament, the UM is also asked to notify Panel Leads, and if at a junior event, the NYUPL lead/EHUOPC Chair.

LP thanked EHUOPC for its support during the busy season, and as no longer on EHUOPC, a special thank you to Rob Jenkins, for his help and support over many seasons.

The meeting closed at 3.40 pm. With thanks to LP for taking the minutes.