



NPUA Fitness Policy – 2018/19 Season

It is a requirement of the Level 3 umpire award that an umpire complete an annual fitness test. All members wishing to umpire in the National Programme and retain active Level 3 status must complete a fitness test within the timeframe set by the NPUA Executive Committee.

However, our sport is played faster than ever, the players are fitter than they have ever been, and the ball is in play for longer than ever before. Umpires are now running, on average, 6km in a game, while being expected to maintain a high degree of correct decision making.

Consequently, NPUA must be viewed as a performance organisation and so the Executive Committee has progressively phased out the NPUA level of fitness test over the three-year period 2016–18, to be replaced with the relevant FIH level for the respective gender and age.

This document outlines the fitness baseline the organisation has now reached, and how the policy will further evolve in the period 2018–20.

As introduced in 2017, NPUA will continue with not providing any fitness testing opportunities at the annual conference. All members must complete their test at regional testing events, prior to the closing date for availability for the first tranche of appointments. This approach has been re-confirmed by the Performance Committee.

As noted, to help members complete their fitness tests, regional testing events will be provided. Each region will have a coordinator, noted below, to organise and set-up each event, and record the results. The intention is to have multiple events in each region to ensure members have multiple opportunities to attend the, hopefully, one event they require in order to register a successful test.

The coordinators for the regional testing are as follows:

- East – Trevor Norman
- Midlands – Richard Kirk
- North – David Ellcock
- South – TBC (likely to be David Monger if no other candidate can be found)
- West – Charles Hallows

The coordinators will be responsible for organising the tests and publishing the salient details (date and time) to members via, at least, e-mail and the NPUA web-site, plus any available social media platforms.

FYI, for the outdoor season a valid fitness test must be confirmed between 01 June and the end of the second weekend in August (so 12 August in 2018, 11th August in 2019, and 9th August in 2020), i.e. preceding the season's start

Any member not completing a test to the required standard within the specified timeframe will not be eligible to umpire in the National Programme, and will not be appointed until they have successfully completed a test.

Indoor Programme



The closing date for availability for the indoor season is 31 October. Any umpire that has not passed a fitness test by that date will not be included in the first batch of appointments.

Regional Testing

There may also be further opportunities to complete a supervised NPUA test alongside our FIH umpires who now complete more regular fitness tests, or to complete the test at a Regional Association development day, such as the PLUM tournament.

However, please be aware that these regional days *may* fall after the deadline has passed. Additionally, please take care to ensure an NPUA pre-approved watcher will be at your regional event otherwise you **MUST** nominate an alternative watcher, and gain approval for them, in advance.

If you are unable to complete the test at NPUA organised venues, it is your responsibility to arrange, complete and report a fitness test to all required standards, including agreeing who will supervise your test. This must be done before your test. Tests that do not comply with the requirements will be invalid.

Fitness Advisory Panel

In instances such as, but not restricted to:

- An umpire needing to agree a watcher for a fitness test, outside of a NPUA arranged event, who isn't on the NPUA pre-approved list
- An umpire wishing to run the Cooper test on a treadmill
- An umpire, be they a current full or NPDP member, or a candidate, wishing to appeal the NPUA fitness policy, for example on medical grounds

the umpire will be asked to put their request in writing to the member of the NPUA Executive Committee responsible for fitness (Dave Monger in 2018 – david.monger@btinternet.com).

The request will then be reviewed by that person, in conjunction with the Executive Committee Vice-chairperson and the relevant panel lead. Those three individuals will consider the request and decide, on a majority basis if required, their collective view. This will then be relayed back to the individual concerned by the member of the NPUA Executive Committee responsible for fitness.

Any umpire that may wish to appeal a decision may do so, in writing, to the NPUA Executive Committee Chairperson within 7 calendar days of being advised of the original decision. The decision of the NPUA Executive Committee Chairperson cannot then be appealed.

The Test

For the 2018–19 season the NPUA's methods of testing will continue to be the Beep and Cooper test, to the levels stated in the table below. Any possible changes to the policy, in terms of adding the International Yo-Yo test (for the FIH, Premier and A* and A panel umpires) for example, will be introduced for the 2019–20 season at the earliest.



The desire is that all umpires run to the FIH level, i.e. those stated for the Premier, A*, and A panels.

However, a lower level is possible, but all umpires achieving this will be placed on the B panel (if not there already) and will only be eligible for promotion if the test is later re-run and the FIH level achieved.

The required standards for the Beep and Cooper tests will continue to apply to the gender and age of the umpire, not the programme in which the umpire is officiating:

Premier / A* / A Panels			
Test	Age Range	Required Level	
		Male	Female
Beep (2018-19 season onwards)	Under 30	10	9
	30 - 39	9	8
	40 - 49	8	7
	50 and over		
Cooper (2018-19 season onwards)	Under 30	2,500m	2,300m
	30 - 39		
	40 - 49		
	50 and over	2,100m	1,850m

B Panel			
Test	Age Range	Required Level	
		Male	Female
Beep (2018-19 season onwards)	Under 30	9.1	8.1
	30 - 39	8.5	7.5
	40 - 49	7.8	6.8
	50 and over	7	6
Cooper (2018-19 season onwards)	Under 30	2,500m	2,300m
	30 - 39	2,400m	2,200m
	40 - 49	2,200m	2,000m
	50 and over	2,100m	1,850m

To pass the beep test you must complete the run to the required distance/level. The test must be run on a 20m course. Any umpire who fails to reach the line on or before the beep on three consecutive occasions fails the test.

To pass the Cooper test, you must run the required distance in under 12 minutes. The test can be completed on a treadmill, owing to issues such as pitch availability, poor weather, poor availability of watchers, etc, **but only after written permission has been received from the Fitness Advisory Panel**. If the test is completed on a treadmill then the gradient **must** be set to 1%.



APPENDIX

Action in the Event of a Failed Fitness Test

If by the deadline you have not completed the fitness test to the required standard you will be noted as 'inactive' until the December Performance Committee meeting where panel status will be reviewed.

You will not be eligible for any appointments until such time as you have completed the test to the required level. In this instance you will be contacted by your current panel lead so you can be supported in your efforts to improve your fitness and pass the test during the current season. For time limits for passing the test outside the normal timeframe, refer to the Inactive panel notes.

Fitness on Games

When you are assessed during the season, the watcher will record their view of your fitness on the feedback form from a choice of: Good, Satisfactory, and Poor. In the event of being rated Poor a further fitness test pass will be required.

In this case you will be required to pass a fitness test at the earliest opportunity but in all cases this must be within 2 weeks to retain any future appointments. Guidelines for organising your own test are provided overleaf.

The Performance Committee reserves the right to withdraw you from any games you are appointed to before you reprove your fitness. If the reason for a poor fitness mark is injury related, this will be discussed by the Fitness Advisory Panel and an outcome on re-testing agreed.

Selection Review

The performance committee will monitor club and assessment feedback for trends in an umpire's fitness. They have the discretion to require an umpire has their annual fitness test observed by an Officer or Selector of the association (should it not be run at an NPUA organised event). In these instances, the panel lead will make contact with the umpire to advise that an Officer or Selector observed test is required.

Injury

If you are injured at the start of the season and cannot complete a fitness test, you will be noted as inactive but remain on your panel pending review by the Performance Committee and will be required to complete a test before being appointed. Please keep your panel lead up to date on any injury issues.

If you are injured during the season, a fitness test may be required, at the discretion of your panel lead, and the member of the NPUA Executive Committee responsible for fitness, prior to returning to umpiring.

NPDP & Candidates

Members of the National Programme Development Panel (or candidates) need to pass a fitness test to a minimum of the NPUA standard for their gender and age.

The test should be overseen by the NPDP nominating (or candidate's) region and is valid for the current season.



If an individual is nominated, and they complete a fitness test to the required standard during one season, but are not appointed by NPUA until the next, a further fitness test pass in the season in which they are appointed will be required.

Organising Your Own Test

In the event that you cannot attend an NPUA organised test, you must arrange to complete the test yourself. You must follow one of the following procedures for the test to be valid.

If one of the NPUA pre-approved watchers is overseeing your test, simply notify the person responsible for fitness on the NPUA Executive Committee of your test result, copying in your watcher. They must then confirm the test result. No prior authorisation is required.

The following are approved watchers and you can arrange a test directly with them:

- NPUA Selectors (Indoor and Outdoor)
- NPUA Officers (Chairperson, Deputy Chairperson, Secretary and Treasurer)
- Active NPUA National Level Umpire Coaches
- Active NPUA Assessors

While every effort must be made to have your test overseen by an approved watcher, it is acknowledged that may not always be possible. Consequently, if you are unable to arrange for a pre-approved watcher to oversee your test, you must use the following procedure.

1. Notify the member of the NPUA Executive Committee responsible for fitness of your intended test date, the test you intend to undertake, as well as which watcher you are intending to have watch you
2. The Fitness Advisory Panel will then discuss, and decide on, the appropriateness of the proposed watcher. You **MUST** have approval for the watcher prior to the test or it will be considered invalid
3. Assuming the proposed watcher is approved, they must submit the result of the test to the member of the NPUA Executive Committee responsible for fitness within seven calendar days by e-mail

Taking a Break from Umpiring

Annual assessment is all about maintaining standards for elite national level umpiring. If an umpire takes a break it is essential to NPUA that when they return to umpiring they are fit to do so.

If a member has, for whatever reason, taken a break from umpiring (lasting longer than the current season) they will need to demonstrate their fitness and be re-assessed when they resume umpiring.

It should not be automatically assumed that the member would return to the panel they were on at the start of the absence, particularly if that absence was fitness related.

Those members who are inactive due to injury or a failed fitness test will continue to fall under the responsibility of their original panel lead, this will continue until such time as they return to umpiring or fall into the long-term break described below.



For clarity, and subject to the discretion of the Performance Committee to take into account individual circumstances, the following will apply:

- Short-term break (within the current season having passed a fitness test at the start of the season) – return to existing panel, no assessment required (although a fitness test may be required at the discretion of the panel lead)
- Medium-term break (within the current season plus the following season) – fitness test required, then assessed and returned to the B panel, with Indoor / Outdoor Performance Committee discretion to reinstate at any panel following the initial assessment. Such a decision can be agreed by the relevant Performance Committee off-cycle from their formal meeting schedule
- Long-term break (greater than the current season plus the following season) – umpire should undertake games in their region, pass the NPUA fitness test for a candidate, and then be re-nominated by their region as a candidate

FIH/EHF Umpire Testing Requirements

Testing of fitness for FIH & EHF umpires is now the responsibility of National Associations and testing will no longer be completed at tournaments. Tests that are completed away from the NPUA Conference will be observed by one of the watchers approved by the Executive Committee to conduct FIH fitness tests.

FIH umpires required to complete tests can claim expenses for up to 4 such tests per calendar year. It is encouraged but not a requirement for these tests to be conducted in a group at a mutually convenient time.

Those members who are not covered by the FIH set fitness testing requirements, but are on the EHF active umpires lists (or have aspirations for promotion to this level) must complete two fitness tests per annum. One must be in the normal NPUA timeframe and one between 1 December and 31 January each year. Expenses will be covered for the additional test.

All results should be submitted to the person responsible for fitness on the NPUA Executive Committee.



Example Fitness Training Programmes

Attached below are example fitness training programmes from the FIH. They are not just aimed at FIH accredited umpires, but any umpire that wishes to improve their fitness levels, and may be starting from varying fitness baselines:



FIH International
Umpire Fitness Trainir



FIH Training
Programme Examples



FIH Training
Programme Example :



FIH Training
Programme Example :



FIH Training
Programme Example :