



## Executive Committee Meeting

Date: Sunday 14<sup>th</sup> June 2015, 10am  
 Venue: Rivers Ibis Health Club, Reading

Attendance: Martin Twist (MT), Mike Davidson (MD), Richard Kirk (RK), Sean Edwards (SE), David Ellcock (DE), Paul Box-Grainger (PBG)

Apologies: Frances Block, Mark Everard, Darryl Hoffman, Clare White, Mark Williams, Richard Glynne-Jones

### 1. Minutes of the previous meetings

The minutes of previous meetings, held on 21<sup>st</sup> February at Cannock and 18<sup>th</sup> April by conference call were reviewed and agreed as an accurate reflection of the meetings. There were a few outstanding actions which will all be covered by agenda items in this meeting.

### 2. NPUA Conference Update

Ged Curran has been confirmed as the keynote speaker for the NPUA Conference, presenting a session to the main conference on Saturday and hosting a session aimed coaches, assessors and umpire managers on Sunday. Other sessions:

- PBG is in the process of editing a significant amount of video footage from NPUA appointments, both indoor and outdoor, to use during four audience voting sessions.
- Janie Frampton is attending the conference again
- Another suggestion was holding a number short sessions presented by NPUA members on “what I’ve learned” in NPUA.
- Rob Argent has offered to run a session on injury management
- Panel sessions are valuable and will be particularly important this year given changes in selection personnel, however it was agreed that these should be limited to talking about panel interaction/communication and not interpretations on decisions, as these should be agreed across the whole conference.

#### **MD to update conference schedule**

The NPUA awards were discussed and winners of the annual awards agreed. It was agreed by the Executive Committee that all NPUA awards would be chosen by the Chairman in consultation with other key personnel going forward, as is current practice with the majority of the awards.

**MD to send to list of award winners and runner up to SE.**

**SE to collate for the evening presentation.**

As before the Regions will be invited to nominate guest attendees, including NPDP mentors.

**SE to email list of co-ordinators and regional secretaries.**

MD is liaising with Warwick Conferences around the additional technology required, including AV screens and a live feed for the awards dinner.

**MD to continue liaising with Warwick Conferences.**

### 3. Executive Committee roles for 2015/16

MT led a discussion on Executive Committee roles for the next year and beyond. The committee also discussed potential new Executive committee members who MT will approach. It was also agreed that the Exec would identify specific areas to work on during strategy discussions, before approaching potential committee members.

**MT to email Exec members asking if they want to continue on the Executive Committee.**



Richard Wood has volunteered to take over the NPUA Shop. The Executive Committee are delighted that someone with Richard's experience of running the shop previously and understanding of the web system has stepped forward, and are pleased to accept Richard's offer.

**MT to inform Richard.**

**SE to communicate to members and update website.**

#### 4. NPUA Strategy

A long discussion was held around the NPUA strategy, alongside the strategy document, which was updated during the meeting.

##### Club Engagement

It was agreed that the 'contract' in place with clubs should be revisited as it has been a few years since its introduction, in order to drive performance improvement within umpiring. SE will draft a proposal for submission to the EHL League Committee, in time for implementation next season if approved. This proposal should include:

- Clubs should be required to name the person who completes the post-match feedback to improve the quality of feedback on umpires and to aid communication.
- Clubs will be required to mark umpires on the following categories in line with assessor feedback, using the existing 1-7 criteria: Decision making, management, fitness, overall.
- Clubs would be asked to confirm whether radios were used during the match to ensure that NPUA complies with its commitment to clubs
- Club feedback should be requested after cup matches and some tournaments.
- Selectors would have the ability to share selected feedback from clubs with umpires in order to improve performance.

It was also agreed that a member of the EHL League Committee could be invited to the Saturday of the NPUA conference.

**SE to draft a proposal for presentation to the EHL League Committee.**

**SE to invite EHL Committee member to Saturday of NPUA Conference.**

Following a number of incidents across EHL divisions this year, it was agreed that an initiative is required to improve coach behaviour, particularly immediately following the end of a game. Whilst it was agreed that NPUA can do more to educate members on how to deal with such situations, it was felt that the existing rules and regulations are not fit for purpose. Suggested ideas which will be investigated in conjunction with EH are a post-game window of inactivity, a nominated club discipline officer, a 'totting up' warning system or an amendment to the MMO regulation.

**MD to include session on conflict management**

**MT to explore options to manage coach behaviour with EH and TAP**

##### Education

The Executive Committee discussed options to continue developing the way we educate our members, particularly using technology and interactive development groups. A potential Executive Committee member will be specifically targeted to lead on taking technology and development groups to the next level. Work is also required to ensure the NPUA web portal achieves its goals, which will be discussed as part of the web strategy review.

**SE to develop initial strategy to improve use of the portal**

**Exec member to be identified to take the lead on development**

##### Fitness

The Executive Committee are committed to improving the fitness of NPUA umpires, as this is seen as a key contributor to umpire performance. There is a desire to increase fitness requirements for certain panels, over a period of time that gives members the opportunity to improve their fitness with sufficient support.

**MD to develop fitness proposals and submit to Executive Committee**



- **Umpire Support**

There is a desire to place more focus on the performance and development of our umpire support members. The new Selection structure will provide more accountability for this area, which should provide more support for coaches, assessors and umpire managers.

- **International performance**

The performance of English umpires internationally continues to enhance the reputation of NPUA, and several metrics were discussed as to how this performance could be measured year on year.

- **NPDP**

It was agreed that following early teething problems, the management of NPDP has improved significantly since Simon Gillett took over the panel. Options were discussed as to how further support could be provided for NPDP umpires and their mentors.

**MT and MD to update the strategy document and circulate to Exec for review.**

## 5. Finance

The Executive Committee reviewed the finances of the association in advance of the year end and prior to the next budget submission.

PBG raised concerns regarding subsidies for meals at the men's championship playoffs and subsequent events. These concerns have been shared with England Hockey. The justification provided for no lunch being available was that a subsidy had been provided, however NPUA propose that meals should be provided for umpires for all events at Lee Valley.

There have also been concerns with the number of umpires and umpire managers allocated to each tournament in the budget, where some events have been significantly under resourced. This is particularly relevant when tournaments are held over two pitches.

**MT and RK to discuss meal subsidies and umpire/UM numbers with England Hockey during meeting to review budget submission.**

## 6. Fitness

There is an outstanding action from previous meetings for assessment feedback forms to include an assessment on an umpire's fitness – good, satisfactory or poor.

**SE to raise with Tex Solutions.**

The North-based international umpires will be required to do a fitness test in early July as part of the Road to Rio programme. It was agreed that this event would be opened up to all NPUA members as an option to do their annual fitness test, provided suitable facilities are available.

**SE to circulate to members.**

## 7. Website development

The request for submissions regarding developments to the NPUA website was circulated to selected key parties, and a response was received from Tex Solutions. This proposal was discussed in detail

**MT to provide feedback on the submission received from Tex Solutions.**

**DE and MD to approach contacts in web development for ideas to enhance the external facing proposition.**

## 8. Update from Selection

It was agreed that members who retire should receive more recognition from NPUA, as currently there is no real process in place. It was suggested that a letter be drafted which to thank a retired member for their



contribution, and explain ways in which they can be supported to explore other aspects of umpire support or officiating. It was also suggested that an NPUA Alumni Club could be formed, where former members have the option to receive news from NPUA and invitations to some events.

**SE to draft letter and investigate Alumni club options.**

EHUSP have had issues with drop-outs at tournaments where availability is required to be entered significantly in advance of some events. It was agreed that some of the availability windows could be amended to ensure availability is entered nearer to the event.

**DE to inform Colin Barthorpe who will update the website.**

Following long periods of discussion between the Executive Committee and several key stakeholders, MT wrote to all selectors this week confirming the new structure of NPUA Selection for 2015/16 and beyond, along with the key personnel that have been appointed. This new structure is designed to put a greater focus on umpire performance, whilst also reducing the burden on some of our key volunteers.

Paul Box-Grainger is stepping down as the Chairman of EHUSP after a number of years in this position, during which national programme level umpiring in England has gone from strength to strength. Paul has also had an enormous effect on the performance of English umpires internationally, and we are delighted that he will take up the new role of International Co-ordinator.

The Committee thanked Paul Box Grainger for his long service as Chairman of Selectors.

David Ellcock will take over as Chairman of Selection, with Liz Pelling as Chair of the newly created Outdoor Umpire Performance Committee, and David Lane as Chairman of the Indoor Umpire Performance Committee.

The Committee expressed their support and thanks for those stepping into the new selection roles.

The Executive Committee also discussed the appointment of all positions on the new selection committees, which can be found here.

**SE and MT to send communication to membership regarding changes in selection.**

**MT to approach new selectors and confirm positions with existing selectors.**

## **9. Discipline**

MD presented a draft proposal on an amended NPUA discipline procedure, to streamline the existing process and update procedures which are no longer fit for purpose. The Executive Committee provided some feedback on this proposal and MD is to develop it further in time for adoption at the AGM if required.

**MD to develop document for review by Executive Committee in advance of AGM.**

## **10. Any other business**

There being no other business, the meeting closed at 4:30pm with thanks to Rob Jenkins for his help in arranging the venue.